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COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JANUARY 1977

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1977 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries, the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is included only when it is specifically stated in the settlement. It is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section lists the negotiations underway in January 1977. Letter codes have been used to indicate the stage of negotiations, and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in February 1977.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

February 27, 1977

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Highlights

Newspaper Settlements. The Globe and Mail unit of the Toronto Newspaper Guild ratified in December 1976 three new contracts covering 400 employees of the Editorial, Maintenance-Delivery and Circulation Departments. Major issues in the negotiations, resolved with the assistance of a provincial mediator, included wages and retention of an existing job protection clause dealing with staff displacement resulting from technological change. The new one-year agreements, with wage provisions retroactive to July 1, 1976, increased existing wage rates by 9.5 per cent for most groups, with editorial employees at or above the reporter key rate and maintenance trades receiving instead a \$30 per week raise. Other improvements included higher shift premiums with amounts dependent on weekly earnings levels, and increased quarterly allowances for photographers using their own equipment.

Three two-year agreements also were reached in December between the Ottawa Citizen and the Ottawa Council of Newspaper Unions, comprising five union locals representing a total of 360 employees of the newspaper. The contracts provided for wage increases of 10 per cent in the first year and 8 per cent in the second in addition to a number of improvements in fringe benefits (full details of the settlement appeared in the December 1976 issue of this report). Settlement was achieved at the post-conciliation bargaining stage after the Citizen withdrew from a joint arrangement with the Ottawa Journal which prevented one newspaper from publishing when the other was closed down by a labour dispute. The Ottawa Council of Newspaper Unions also departed from its past practice of not signing a contract with either employer until both had settled after the dispute at the Journal became deadlocked over the central issue of job security. This dispute, involving a series of work stoppages and a lockout, is presently the subject of an investigation by a one-man industrial inquiry commission appointed by the Minister of Labour.

Community Colleges Faculty Settlement. Almost 6,200 teachers and librarians at 22 Colleges of Applied Arts and Technology, represented by the Ontario Public Service Employees Union (OPSEU), ratified in January a one-year agreement reached at the post-fact-finder bargaining stage. The contract provided an across-the-board annual increase of \$1,000 and increased incremental steps on the salary scale, in each case retroactive to September, 1976. Librarians, who had sought parity with the teachers, received an additional \$250 annual salary raise on top of the general increase. During the lengthy negotiations, job security and work loads were among the major issues. The new contract left work loads unchanged, while improvements were made in a number of non-monetary items including seniority, lay-off and grievance procedures, and provisions governing part-time employment, leave of absence and vacation scheduling. The remaining problems relating to reclassification of instructors,

evaluation of formal qualifications not covered in the agreement, and protection of long service employees against the adverse effects of a new classification plan adopted by the colleges last year, will be dealt with by three newly-formed joint committees empowered to make binding recommendations.

Ontario Public Service Benefit Settlement. A one-year renewal of the employee benefits contract covering 54,000 civil servants was reached between the provincial government and the Ontario Public Service Employees Union. The salaries for this group of employees are governed by eight separate agreements, the most recent of which, covering salaries for 1977, were concluded in late 1976. Since the resultant wage increases were equal to the maximum allowable under the anti-inflation guidelines, benefit improvements were of necessity largely restricted to administrative and procedural matters. New provisions included the advance payment of salaries due during a vacation period, improved bereavement and adoption leave provisions and a number of minor changes in the regulations governing health and welfare benefits coverage. The new agreement continues to cover all unionized employees with civil servant status but, as before, excludes those in the "unclassified" category (mostly seasonal, casual or part-time employees).

Police Settlements. The 1977 settlement affecting 5,300 uniformed employees of the Metropolitan Toronto Police was reached at the conciliation officer stage following only four months of negotiations, in contrast to the protracted disputes ending in binding arbitration encountered during the past four rounds of bargaining. Last year's award, calling for a 10.65 per cent increase in total compensation, was rolled-back to 10 per cent by the Anti-Inflation Board, resulting in a downward revision of the proposed salary levels. The new one-year contract for 1977 provided a 6.9 per cent wage increase, maintaining the Toronto police force's position as the highest paid in Ontario. Additional improvements included revisions in the existing dental plan and service and sick leave payments, and the establishment of a special supplementary pension fund for survivors of an officer killed on duty. The limited cost-of-living clause awarded last year did not produce any adjustments during 1976 and was suspended for the current year, with provision for reactivation in January 1978 dependent on future CPI increases. Non-monetary changes included the right to review personnel files, to appeal forced resignations and to be reimbursed for legal fees when charged and subsequently acquitted of alleged offences occurring while on duty. Three agreements covering Metropolitan Toronto Police civilian employees were also concluded in January. Fringe benefit improvements were identical to those granted to the police officers, but general wage increases were slightly higher, ranging from 7.9 to 9.3 per cent.

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FOOD AND BEVERAGE

William Neilson Company Ltd. at Toronto and Georgetown - Local P529A,
Canadian Food and Allied Workers (AFL-CIO/CLC): A 12-month
 renewal agreement effective from Dec. 2, 1976 to Dec. 1,
 1977, covering 850 employees, settled at the conciliation
 officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 2/76</u>
	General Increase	8%
	Packer	\$3.89
	(Warehouse)	(\$3.60)
	Electrician	\$6.75
	(Maintenance)	(\$6.25)

Paid Holidays: If the Federal Government proclaims an additional holiday
 it will be included in the agreement as a 12th paid holiday.

By utilizing one floating holiday and by observing the
 Christmas and New Year's holidays during the Christmas
 week, employees will have Christmas week off with pay in
 1977.

Paid Vacation: 2 weeks after 2 years of service, 3 weeks after 5 years,
 4 weeks after 15 years (all unchanged), and 5 weeks after
 22 (25) years.

Health and Welfare: OHIP - Employer contributes \$32 per month for a family and
 \$16 per month for a single membership. Should the premium
 rates increase, the employer will increase the above amounts
 by a maximum \$4 and \$2 respectively. (Previously, the
 employer paid 100% of the then-existing premiums.)

Safety Shoe Allowance: \$20 (\$15) per year.

Meal Allowance: \$2 (\$1.65); for highway drivers, \$3.50 and \$4 (\$3 and \$4).

Tool Allowance: \$65 (\$45) per year for a Level 1 Mechanic and \$15 (\$10) for
 a Lubrication Mechanic.

Notice of Layoff: One-half day's notice or pay in lieu of notice for each
 6 months of seniority, to a maximum of 40 days. (Previously,
 in accordance with Ontario statute, a minimum qualifying
 period of 13 weeks on layoff before earning eligibility.)

WOOD

Dashwood Industries Limited at Centralia, Dashwood and Mount Brydges - Local
3054, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement
 effective from November 16, 1976 to November 15, 1977, cov-
 ering 234 employees, settled at the conciliation officer
 stage. Duration of negotiations - 4 months.

Wages: Lump sum payment of \$175 for Groups 1 and 2 and \$100 for all
 others on payroll as of November 16, 1976 and January 12, 1977.

Wages (cont'd): Effective	<u>Jan. 12/77</u>
Increase	47¢-87¢ [*]
Group 4 (includes Labourer)	\$5.00 (\$4.53)
Qualified Millwright	\$6.00 (\$5.13)

Probationary period is 25 days worked (45 calendar days).

Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Provision: Inoperative during term of agreement. (1¢ per .45 increase in the Consumer Price Index (1961=100), adjusted quarterly, capped at 10¢ per year.)

Shift Premiums: 0-20¢-25¢ (0-12¢-18¢).

Bereavement Leave: Grandparents included in up to 3 days' paid leave to attend funeral or make arrangements.

Health and Welfare: Life Insurance and A.D.&D. - \$5,000 (\$3,000).

Weekly Indemnity Plan - Benefits increase to UIC maximum (previously \$70 per week), payable, as previously, on a 1 - 8 - 13 basis.

PAPER AND ALLIED

Continental Can Company of Canada Limited, Mt. Dennis Plant at Weston - Local 466, Printing and Graphic Communications (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1976 to October 31, 1978, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 1/76</u>	<u>Nov. 1/77</u>
	General	8%	7%
	Increases		
	Feed Take-Off and Pack	\$4.99 - \$5.31 (\$4.62 - \$4.92)	\$5.34 - \$5.68
	6 Colour Press- man	\$9.75 (\$9.03)	\$10.43

Probationary period is 2 months. Maximum rates for Feed Take-Off and Pack reached after 18 months.

Paid Vacations: Effective May 1, 1977, 4 weeks after 13 (15) years.
Effective May 1, 1978, 5 weeks after 22 (24) years.

Health and Welfare: Life Insurance - Effective November 1, 1977, coverage varies from \$10,000 to \$14,000 (\$8,000 to \$10,000) depending on annual income.

Weekly Indemnity Plan - Effective January 1, 1977, benefits increase to 66 2/3% of weekly earnings up to a maximum of \$147 (\$115) per week, payable, as previously, on a 1 - 8 - 52 basis.

Pension Plan: \$6.50 (\$5.50) per month per year of service. Effective November 1, 1977, \$7.00 per month per year of service. Employee may retire at age 62 and 20 years of experience.

METAL FABRICATING

Anchor Cap and Closure Corporation of Canada Limited at Toronto and Plasticap Limited and Premier Plastics Limited at Richmond Hill - Locals 512 and 544, Electrical Workers (UE)(CLC): Two 12-month renewal agreements effective from November 15, 1976 to November 14, 1977, covering 350 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Nov. 15/76
	Increase	45¢-55¢*
	Liner Operator	\$4.98-\$5.06 (\$4.53-\$4.61)
	Electrician - Electronics	\$7.93-\$8.09 (\$7.38-\$7.54)

Probationary period is 90 working days for skilled trades and 60 working days for all other employees. Maximum rates reached upon completion of probationary period.

* Note: 8¢ of this increase is being withheld pending Anti-Inflation Board approval.

Paid Vacations: 4 weeks after 14 (15) years.

Health and Welfare: Weekly Indemnity Plan - Benefits increase to \$120 (\$105) per week, payable, as previously, on a 1-4-26 basis.

Safety Shoe Allowance: Employer contributes \$25 per year towards the cost of safety shoes. (Previously at Plasticap and Premier Plastics, employer paid 50% of cost of safety shoes to a maximum of \$10 per year.)

Rheem Canada Limited at Hamilton - Local 6868, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from November 18, 1976 to November 17, 1977, covering 245 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	Nov. 18/76
	General Increase	38¢
	Class 2 (includes Stacker)	\$5.325 (\$4.945)
	Class 20 (includes Toolmaker)	\$6.945 (\$6.565)

Shift Premium: 0-18¢-21¢ (0-16¢-18¢).

Paid Leave: Employee receives pay (new) at straight time for hours spent at meetings with the employer, provided the employer requested the meeting.

Health and Welfare: Life Insurance and A.D. & D. - Effective March 1, 1977, \$10,000 (\$6,000) coverage.

Weekly Indemnity Plan - Effective March 1, 1977, benefits are \$115 (\$95) per week, payable on a 1 - 4 - 26 basis.

Dental Plan - Effective March 1, 1977, if approved by the Anti-Inflation Board, employer pays 100% of cost of premiums for a new basic dental plan.

Pension Plan: Basic Benefit - \$7.00 (\$5.00) per month per year of service to a maximum of 30 years' service or \$210 (\$150) per month.

Meal Allowance: Employees who work for more than 2 hours (previously, 3 hours or more) following directly after their regular shift receive \$2.00 as a supper allowance for each such occasion.

Safety Shoe Allowance: Up to \$25 (\$20) per year to painters in the Drum and Heater Departments and to enamellers in the Glass Line. Up to \$15 (\$10) per year to all other employees.

Trane Company of Canada, Limited at Etobicoke - Local 512, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from January 24, 1977 to January 22, 1979, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 24/77</u>	<u>Aug. 22/77</u>
	General Increases	50¢	10¢
	Skilled Trades Adjustment	2¢ - 8¢	
	General	\$5.22 - \$5.68 (\$4.72 - \$5.18)	\$5.32 - \$5.78
	Tool and Die Maker	\$6.39 - \$6.94 (\$5.81 - \$6.36)	\$6.49 - \$7.04
	Effective	<u>Jan. 23/78</u>	<u>Aug. 21/78</u>
	General Increases	35¢	10¢
	General	\$5.67 - \$6.13	\$5.77 - \$6.23
	Tool and Die Maker	\$6.84 - \$7.39	\$6.94 - \$7.49

Probationary period is 45 (60) days of work. Maximum rates reached after 9 months.

Shift Premium: 22¢ (20¢) per hour for night shift work.

Paid Holidays: In second year of this contract only, one additional day between Christmas and New Year's is added for a total of 12 (11) days.

Paid Vacation: 3 weeks after 5 (6) years' service and 4 weeks after 15 (16) years. Effective in 1978, 4 weeks after 14 years' service and 5 weeks after 22 (23) years.

Jury and Court Witness Leave: Make-up pay is not to exceed the loss incurred by the employee during more than 20 days per calendar year (previously, during more than one two-week period per calendar year).

Health and Welfare: Life Insurance and A.D. & D. - Effective in 1977, \$9,000 (\$8,000) coverage. Effective in 1978, \$10,000 coverage.

Weekly Indemnity Plan - Effective in 1977, benefits of \$125 (\$110) per week. Effective in 1978, \$135 per week.

Extended Health Care Plan - Effective in 1978, benefits improved to include prescription eyeglass program. Maximum benefit is \$40 per individual per 2-year period.

A disability clause will be instituted. Details have not yet been established.

Pension Plan: Basic Benefit - Effective in 1977, \$6.50 (\$6.00) per month per year of service. Effective in 1978, \$7.00 per month per year of service.

Safety Shoe Allowance: \$13 (\$10) per calendar year.

MACHINERY

Dorr-Oliver-Long Limited at Orillia - Local 4697, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1977 to December 31, 1978, covering 425 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
General Increases		50*	45*
COLA Fold-in		16¢	
Group I (includes Labourer)		\$4.39 - \$4.51 (\$3.73 - \$3.85)	\$4.84 - \$4.96
Group XII (includes Electrician I)		\$6.35 - \$6.51 (\$5.69 - \$5.85)	\$6.80 - \$6.96

Probationary period is 45 working days. Maximum rates for Group I reached after 45 working days, for Group XII after 18 months.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Allowance: Effective January 1978, cost-of-living provision of 1¢ per hour per .3 increase in the Consumer Price Index (1971=100), to be adjusted quarterly. (In previous agreement, 1¢ per hour per .5 increase in the Consumer Price Index (1961=100).)

Shift Premium: Effective January 1, 1977, 0-25¢-25¢.
Effective January 1, 1978, 0-30¢-30¢.

Paid Vacations: Effective June 30, 1977, 3 weeks after 6 (7), 4 weeks after 16 (18) years. Effective June 30, 1978, 5 weeks (new) after 20 years.

Bereavement Leave: Effective in 1977, brother-in-law and sister-in-law included in up to 3 days' paid leave.

Safety Shoe Allowance: Effective in 1977, employer contributes \$14 (\$8) per employee per year towards the cost of safety shoes. Effective in 1978, \$18.

TRANSPORTATION EQUIPMENT

Bendix Home Systems Ltd. at Hensall - Local 3054, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1976 to October 30, 1978, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Nov. 1/76	Nov. 1/77
General Increases		53¢ *	40¢ *
Production Worker		\$4.71 - \$5.31 (\$4.18 - \$4.78)	\$5.11 - \$5.71
Welder, Maintenance		\$4.96 - \$5.56 (\$4.43 - \$5.03)	\$5.36 - \$5.96

Probationary period is 30 working days. Maximum rates reached after 5 years.

* Note: 15¢ of the November 1, 1976 increase and 8¢ of the November 1, 1977 increase are being withheld pending Anti-Inflation Board approval.

Cost-of-Living Allowance: Effective in November 1977, cost-of-living allowance is 1¢ per hour per .4 increase in the Consumer Price Index (1971 = 100) above the base of June 1977, to be adjusted quarterly, up to a maximum of 15¢ per hour. (Same formula as previously except based on Consumer Price Index (1961 = 100).)

Health and Welfare: Life Insurance and A.D. & D. - Effective April 1977, \$7,500 (\$5,000).

Weekly Indemnity Plan - Effective April 1977, \$100 (\$80) per week, payable, as previously, on a 1 - 8 - 13 basis.

ELECTRICAL PRODUCTS

Inglis Ltd. at Stoney Creek - Local 525, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36-month renewal agreement effective from July 15, 1976 to July 14, 1979, covering 535 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 30/77</u>	<u>July 17/77</u>	<u>July 16/78</u>
	COLA Fold-in	\$1.11		
	General Increases	47¢	18¢	15¢
	Adjustments (Skilled Trades)	10¢	10¢	10¢
	Upgrading (Various classifications)	10¢		
	Assembler B	\$5.70 (\$4.12)	\$5.88	\$6.03
	Electrician - Electronics	\$7.55 (\$5.87)	\$7.83	\$8.08

Settlement Pay: \$100 in lieu of all retroactivity.

Cost of Living Allowance: The COLA formula will be inoperative during the first year of the agreement. The first possible adjustment is scheduled for Oct. 16, 1977 and will be based on a 1¢ "add-on" for each .35 rise in the Consumer Price Index occurring over the previous 3-month period (1971 equals 100).

Similar calculations will be made quarterly thereafter for the remainder of the agreement, with a 15¢ guaranteed upward adjustment to be made in both the second and third years of the contract. (The previous formula, based on 1949 equals 100 and 1¢ quarterly adjustments for each .6 rise in the CPI, provided for a 15¢ guaranteed upward adjustment in each of the three years of the contract. At the conclusion of the contract, \$1.19 had been generated. Of this amount, \$1.11 was fully incorporated into the wage structure and the remaining 8¢ was discontinued.)

Shift Premium: Effective upon ratification, 0-16¢-22¢ (0-15¢-21¢); effective July 17, 1977, 0-17¢-23¢; and effective July 16, 1978, 0-18¢-24¢.

Paid Holidays: A floating holiday will be added in 1978 (to be observed December 28) for a total of 12 days.

Health and Welfare: Life Insurance and A.D. & D. - \$8,500 (\$7,500).

Dental Plan - To be implemented in the next agreement.

Group Sickness and Accident Plan - Effective upon ratification, \$125 (\$90) per week; effective July 17, 1977, \$130; and effective July 16, 1978, \$135.

Pension Plan: Basic Benefit - Effective upon ratification, \$5 (\$4.50) per month per year of service; effective July 17, 1977, \$6; and effective July 16, 1978, \$6.50.

Tool Insurance: \$1,300 (\$1,000) coverage.

Safety Shoe Allowance: \$10 (\$6) per year.

Prescription Safety Glasses: \$15 (\$10) allowance for initial pair or for replacement of prescription safety glasses or frames if broken on the job.

Bereavement Leave: Definition of "immediate family" extended to include legal common-law spouse, for 3 days' paid leave.

Son-in-law and daughter-in-law added for 1 day of paid leave.

1 day of paid leave will be provided employees unable to attend an out-of-province funeral for a member of the immediate family (new).

Jury Duty and Crown Witness: Provision now covers employees who are subpoenaed as a crown witness, with employer making up difference between witness fee and regular pay to a maximum of 60 days per calendar year.

MISCELLANEOUS MANUFACTURING

Johnson Matthey & Mallory Limited at Toronto - Local 24739, Precious Metal Workers

Union (CLC): A 24-month renewal agreement effective from November 26, 1976 to November 25, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	Nov. 26/76	Nov. 26/77
	General Increases	35¢*	35¢*
	Group 4 (includes Contact Assembler)	\$4.315-\$4.520 (\$3.965-\$4.170)	\$4.665-\$4.870
	Group 1A (includes Maintenance Electrician)	\$6.445 (\$6.095)	\$6.795

Probationary period is 60 calendar days. After-probation rate for Contact Assembler is the bottom of the range shown. Maximum rates reached after twelve months of active employment.

*Note: Increases are subject to approval by the Anti-Inflation Board. 30¢ of the November 26, 1976 increase is payable immediately.

Cost-of-Living Allowance: 30¢ COLA generated during the term of the previous agreement remains as a float.

COLA provision is inoperative in 1976-1978 agreement.

Bereavement Leave: Effective February 1, 1977, grandchild is included in 1 day's paid leave if funeral is in the Toronto area and 2 days' paid leave if the funeral is outside the Toronto area.

Health and Welfare: Weekly Indemnity Plan - Effective February 1, 1977, benefit is 66 2/3% of weekly earnings to a maximum of \$150 (\$120) per week.

Semi-Private Hospital Care Plan - Effective February 1, 1977, employer pays 100% of cost of premiums. (Previously cost paid fully by employees.)

Dental Plan - Effective February 1, 1977, payments based on the 1976 (1974) fee schedule.

FORESTRY

Domtar Woodlands Limited, Nipigon Division at Nipigon and Lumber Division at Sapawe - Local 2693, Carpenters (AFL-CIO/CLC): Two 24-month renewal agreements effective from September 1, 1976 to August 31, 1978, covering 340 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
Increases		6% for piecework rate, 58¢ for hourly-rated employees	5% for piecework rate, 50¢ for hourly-rated employees
COLA Fold-in		64¢ for hourly-rated employees	
Additional Adjustments		25¢ for Class "A" Tradesmen and above	
Labourer, General		\$7.13 (\$5.91)	\$7.63
Carpenter (qualified)		\$8.97 (\$7.50)	\$9.47

Wage Protection Factor: The general wage increase shown for the second year is based on a protection factor of 6% as provided under the terms of the Anti-Inflation program. If the protection factor is revised upward, the employer will implement the upward adjustment.

Cost-of-Living Allowance: For piecework earnings - The 64¢ cost-of-living allowance generated during the previous contract will continue to float. To offset the resulting difference from hourly rates, the 64¢ float will be increased by 5¢ on September 1, 1976 and 4¢ on September 1, 1977.

For hourly-rated employees - Clause discontinued.

Shift Premiums: Effective September 1, 1977, 0-24¢-27¢ (0-22¢-25¢).

Work Location Premium: 30¢ (25¢) per hour for tradesmen and helpers assigned to a bush garage or required to work away from their assigned main camp.

Trainer Premium: 30¢ (25¢) per hour during training assignment.

Bereavement Leave:	Brother-in-law and sister-in-law included in up to 3 days' paid leave.
Health and Welfare:	OHIP, Blue Cross Drug Plan and Semi-Private Hospital Care Plan - Employer contributes \$17.84 (\$12.84) per month for single employee and \$36.13 (\$26.13) per month for married employees. <u>Dental Plan</u> - Effective January 1, 1978 payments will be based on the 1976 (1974) Ontario Dental Association schedule of fees.
Mileage Allowance:	18¢ (16¢) per mile for employee who uses his own transportation.
Tool Allowance:	Effective September 1, 1976, a day worker using his own power saw will be paid either \$6.10 (\$5.50) or \$7.10 (\$6.50) per day, depending on operations. Effective September 1, 1977, \$6.45 or \$7.45 per day. Employer contributes \$25 per saw to a maximum of 2 saws towards the cost of installing a chain brake on saws currently in use (new).
Protective Clothing Allowance:	Employer sells to employee safety pants and boots at \$4 (\$3) below invoice price.
Travel Allowance:	In Nipigon Division, \$2.70 (\$2.45) per week. Effective September 1, 1977, \$2.97 per week. In Lumber Division, \$3.58 (\$3.25) per week. Effective September 1, 1977, \$3.94 per week.
Fire and Theft Insurance:	Maximum \$1,000 (\$800) coverage, employer paid, against loss by fire of employees' personal belongings and loss by fire or theft of employee-owned power saws.

TRANSPORTATION

Hendrie and Company Limited, province-wide - Railway, Transport and General Workers (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Jan. 1/77</u>	<u>July 1/77</u>
	General Increases	25¢	25¢
	Truck Driver	\$7.00 (\$6.75)	\$7.25
	Mechanic	\$7.90 (\$7.65)	\$8.15

Health and Welfare: Dental Plan - Effective February 1, 1977, employer pays 100% of cost of premiums for new basic dental plan.

COMMUNICATION

Northern Telephone Limited, province-wide - Local 6, Communications Workers of Canada (CLC): An 18-month renewal agreement effective from August 8, 1976 to January 31, 1978, covering 200 employees, settled at the conciliation commissioner stage. Duration of negotiations - 7½ months.

Wages:	Effective	Aug. 8/76	Oct. 31/76	Mar. 6/77
	Increases	7.8%-10.5%	1.4% for Plant employees only*	5.8%-6.1%*
	Clerk 2	\$121.50-\$145.00 (\$110.00-\$134.00)		\$128.75-\$157.00
	Plant Step 3 (Labourer)	\$162.75 (\$151.00)	\$165.00	\$175.00
	Plant Step 11 (includes Cable Splicer)	\$270.00 (\$250.00)	\$274.00	\$290.00

Probationary period is 3 calendar months. Maximum rates for Clerk 2 reached after six 6-month increases.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premium: For clerical employees, 50¢ per day for less than 2 hours worked in the off-normal period, \$1.00 for 2 but less than 4 such hours, \$1.50 for 4 but less than 6 such hours and \$1.75 for 6 such hours and more. (Previously, 0-50¢-80¢.)

For plant employees, 75¢ per day for less than 2 hours worked in the off-normal period, \$1.50 for 2 but less than 4 such hours, \$2.00 for 4 but less than 6 such hours and \$2.75 (\$2.50) for 6 such hours and more.

Call-back Pay: For clerical employees, pay for half a shift at straight time (previously, 2 hours' pay at straight time) or hours worked at overtime rates, whichever is greater.

Paid Leave: Employer pays members of bargaining committee at their regular rate of pay (new).

Sick Leave: Benefits begin on the third (fourth) day of sickness for employees with 3 months but less than 2 years of service, on the second (third) day for employees with 2 years but less than 5 years of service and on the first (second) day for employees with 5 years of service and over.

Health and Welfare: Extended Health Care Plan - Deductibles reduced to \$10/\$20 (\$25/\$50) with 90%/10% (80%/20%) co-insurance.

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and L'Association des enseignants franco-ontariens (OTF): A 12-month renewal

agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 965 employees, settled at the mediation stage. Duration of negotiations - 13 months.

Holdback: Implementation of the increase reported below will be withheld pending review by the Anti-Inflation Board.

Wages: Effective Sept. 1/76

General Increase 10%

Annual Rates

Teacher, Level 1 \$8,660-\$13,630
0-6 years (\$7,870-\$12,390)

Teacher, Level 4 \$11,140-\$19,870
0-10 years (\$10,130-\$18,060)

Teacher, Level 7 \$14,450-\$24,410
0-12 years (\$13,140-\$22,190)

Principals

Level 4 \$23,080-\$25,910
0-3 years (\$20,680-\$23,510)

Level 7 \$25,910-\$29,670
0-4 years (\$23,510-\$27,270)

Principals' grid ranges from Level 4 to Level 7. Those assigned to Intermediate Schools or to schools having 850 or more students will receive an additional allowance of \$2,000 per year (unchanged).

Audio-Visual \$27,840
Co-ordinator (\$22,610-\$25,440)

Responsibility Vice Principal \$2,640-\$3,200
Allowance: 0-3 (4) years (\$2,360-\$3,200)

Health and Blue Cross Semi-Private Hospital Plan - Employer pays
Welfare: 100% (75%) of the premiums.

Extended Health Care Plan - Coverage of \$40 for eyeglasses and \$300 for hearing aid has been added to the Plan. \$10-single and \$20-family deductible applies.

Dental Plan - Benefits covered have been increased and are now based on the 1976 (1975) Ontario Dental Association schedule of fees. There is no longer any deductible (previously, \$25-single, \$50-family per year.)

Paid Sick Maximum accumulation of credits set at 200 days (previously,
Leave: no limit).

Essex County Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 13 months.

Holdback: Increases as shown below are to be held in abeyance pending review by the Anti-Inflation Board.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Jan. 1/77</u>
	<u>Annual Rates</u>		
	Teacher, Category 1 0-10 years	\$11,655-\$18,450 (\$11,448-\$18,126)	\$12,821-\$20,295
	Teacher, Category 4 0-12 years	\$13,757-\$22,680 (\$13,515-\$22,260)	\$15,133-\$24,948
	Principals 0-3 years	\$32,400 maximum (\$31,800)	\$34,800 maximum
	Vice-Principals 0-3 years	\$25,900-\$28,300 (\$24,910-\$27,454)	\$28,300-\$30,700

Responsibility Allowance: Director - Effective Jan. 1, 1977, \$2,400 (\$2,200).

Major Department Heads - Effective Jan. 1, 1977, \$2,200 (\$2,000).

Minor Department Heads - Effective Jan. 1, 1977, \$1,200 (\$1,100).

Assistant Department Head or Assistant to Director - Effective Jan. 1, 1977, \$1,000 (\$900).

Health and Welfare: Group Term Insurance Plan - Coverage extended to 3 (2) times employee's annual salary. The employer continues to pay 75% of the premium.

Sick Leave - Maximum accumulation is 240 (200) days. Retirement and Sick Leave Credit Gratuity continues to be based on a maximum accumulation of 200 days in the Sick Leave Credit account.

Lincoln County Board of Education - Local 152, Canadian Union of Public Employees (CLC): Two 12-month renewal agreements effective from January 1, 1977 to December 31, 1977, covering 205 full-time employees and 156 part-time employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase	46¢ for full-time empls.; 31¢ for part-time empls.
	Part-time Cleaner	\$4.10 (\$3.79)
	Labourer	\$11,410 - \$11,851 (\$10,453 - \$10,894)
	Caretaker	\$12,126 - \$12,570 (\$11,169 - \$11,613)
	Journeyman Electrician	\$13,884 - \$14,325 (\$12,927 - \$13,368)

Probationary period is 3 months. Maximum rates for full-time employees reached after one 3-month and one 9-month increase.

Shift Premium: 0-22¢-27¢ (0-20¢-27¢).

Paid Vacation: 5 weeks after 20 (22) years' service.

Health and Welfare: Dental Plan - Payments are based on the 1976 (1975) fee schedule.

Northumberland and Newcastle Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 610 employees, settled at the mediation stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u>	
	Teacher, Level D 0-6 years	\$9,180-\$12,330 (\$8,580-\$11,560)
	Teacher, Level A1 0-11 years	\$11,100-\$19,300 (\$10,430-\$18,140)
	Teacher, Level A4 0-12 years	\$13,675-\$25,000 (\$12,850-\$23,500)

Cost of Living Allowance: Discontinued.

Responsibility Allowances:	<u>Principals</u>
	1 to 4 teachers \$500 per teacher allowance
	4.1 to 8 teachers \$3,000 allowance
	8.1 to 12 teachers \$4,000 allowance
	12.1 to 16 teachers \$5,000 allowance
	16.1 or more teachers \$6,000 allowance

Grid salary plus allowance must not exceed \$30,500.

(Previously, \$375 for each of the first 12 teachers and \$140 for each additional, to a maximum of \$28,000 when added to grid salary.)

Vice-Principals

1 to 12.5 teachers (unchanged)	No Vice-Principal
12.6 to 18.5 (13 to 19.5) teachers	\$2,200 (\$2,000)
18.6 or more (20 or more) teachers	\$2,400 (\$2,000)

Consultant - \$2,600 (\$2,000).

Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide - Ontario Public Service Employees' Union (Ind.) (academic staff, librarians and counsellors): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 6,155 employees in 22 community colleges, settled at the post-fact finder bargaining stage. Duration of negotiations - 13 months.

Holdback: Pending a ruling by the Anti-Inflation Board, the Colleges will implement increases in total compensation not to exceed the arithmetic guideline established by the Board.

Wages: Effective Sept. 1/76

Annual Increases

Teaching Masters, Counsellors & Instructors	\$1,000
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Librarians	\$1,250
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<u>Annual Increments</u>	\$775 (\$750)
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Annual Salaries

Teaching Masters & Counsellors 0-16 steps	\$13,000-\$25,400 (\$12,000-\$24,000)
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Instructors 0-10 (9) steps	\$11,100-\$18,850 (\$10,100-\$16,850)
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Librarian 1 0-6 steps	\$13,450-\$18,100 (\$12,200-\$16,700)
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Librarian 2 0-6 steps	\$15,750-\$20,400 (\$14,500-\$19,000)
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Red-Circled Members: Employees presently above the maximum step on their scale are to receive increases sufficient to maintain the differentials.

Elimination of Pro-rata Salary: Teachers who teach 14 or more hours per week must be paid a salary applicable to a full-time teacher. (Previously, salaries could be pro-rated for teachers with less than a full workload.)

Partial-Load Employees: Employees who teach over 6 and up to and including 12 hours per week on a regular basis will be paid from \$9 (\$8) to \$23 (\$22) per hour. There is no entitlement to any retroactivity payment prior to Jan. 1, 1977. Effective Sept. 1, 1977, up to 13 hours per week.

Health and Welfare: Supplemental Life Insurance Plan - Commencing when arrangements have been completed, term insurance coverage is to be \$30,000 (\$20,000) for employees without dependents and \$60,000 (\$40,000) for employees with dependents. The employer pays the premium for the first \$10,000 of coverage for employees

without dependents and for the first \$20,000 of coverage for employees with dependents, provided the employee pays the balance. (Previously, the employer paid 50% of the premium cost.)

Jury Duty/
Court Leave
(new):

Employee will receive his regular rate of pay with any fees received to be paid to the College.

Unpaid
Adoption Leave:

Extended to either parent (previously, only maternal).

McMaster University (Operations and Maintenance Unit and Machinists Unit) at Hamilton - Local 532, Service Employees (AFL-CIO/CLC): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering 296 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 1/76	Oct. 1/77
Increases		30¢-50¢ per hour for Operations and Maintenance Unit employees; 31¢-55¢ per hour for Machinists Unit employees	26¢-41¢ per hour for Operations and Maintenance Unit employees; 31¢-39¢ per hour for Machinists Unit employees

Additional Adjustments	Restructuring of custodian classifications
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Operations and Maintenance Unit

Group 1C (Custodian 1)	\$4.55 (\$4.25)	\$4.85
Group 5A (includes Electrician A)	\$7.01 (\$6.53)	\$7.40

Machinists Unit

Labourer	\$5.36 (\$5.05)	\$5.67
Machinist A & Welder	\$7.01 (\$6.53)	\$7.40

Premium Pay: 25¢ (18¢) per hour for assignment as group leader.

25¢ (10¢) per hour for spray-painting and paperhanging.

25¢ (10¢) per hour for work on a swing stage and 25¢ (new) per hour for work in the carrier basket of a ladder truck.

75¢ (50¢) per hour to Machinists for all hours during which they are engaged in welding.

Paid Vacation: Effective in 1978, 4 weeks after 11 (13) years' service.

Bereavement Leave: Grandmother and grandfather included in one day's paid leave for attendance at the funeral.

Health and Welfare: OHIP - Effective October 1, 1977, employer pays 80% (73%) of cost of premiums.

Major Medical - Effective October 1, 1977, employer pays 80% (66 2/3%) of cost of premiums.

Pension Plan: Past pension service is increased to current levels of \$5.25 per month per year of service for Group A, \$5.00 for Group B and \$4.75 for Group C. Group C is eliminated for pension purposes and all service for Group C employees is increased to Group B level. (Previously, \$3.00 per month per year of service for pre-July 1, 1968 service, \$3.50 for service between July 1, 1968 and June 30, 1970, \$3.75 to \$4.25 for service between July 1, 1970 and September 30, 1974 and \$4.75 to \$5.25 for service from October 1, 1974.)

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (drafting and illustration group): An 8½-month renewal agreement effective from Jan. 10, 1977 to Sept. 22, 1977, covering 2,035 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages: Effective Sept. 23/76

General Increase \$1,245 per annum

Annual Rates

DD-1	\$8,911-\$10,783 (\$7,666-\$9,538)
DD-5	\$16,287-\$17,982 (\$15,042-\$16,737)
DD-9	\$20,865-\$23,093 (\$19,620-\$21,848)

Paid Vacation: 3 weeks after 1 year of service, 4 weeks after 15 years (both unchanged), and 5 weeks after 27 (28) years.

Meal Allowance: \$3.00 (\$2.50) after the first 3 hours of overtime and \$2.25 (\$1.75) for an additional meal after the next 4 hours of overtime.

Penological Factor Allowance: \$1,000 (\$850) per annum.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (primary products inspection group): A 9-month renewal agreement effective from Jan. 31, 1977 to Oct. 30, 1977, covering 2,655 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Nov. 1/76
	General Increase	\$1,128 per annum
	<u>Annual Rates</u>	
	PI-1	\$11,747-\$13,649 (\$10,619-\$12,521)
	PI-3	\$14,459-\$16,189 (\$13,331-\$15,061)
	PI-6	\$19,794-\$22,248 (\$18,666-\$21,120)
Shift Premium:	0-19¢-25¢ (0-17½¢-23½¢).	
Standby Pay:	\$3.15 (\$3.00) for each 8-hour period or portion thereof.	
Meal Allowance:	\$3.00 (\$2.85) after 3 hours of overtime.	

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (Ind.) (classified civil servants): A 12-month renewal agreement covering employee benefits, effective from Oct. 1, 1976 to Sept. 30, 1977, covering 54,000 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Except for the items set out below, most of the changes embodied in this new agreement are procedural or administrative in nature.

Health and Welfare: Long Term Income Protection Plan - Workmen's Compensation benefits paid for an unrelated disability will no longer be included as a deduction factor in calculating L.T.I.P. plan payments.

Life Insurance For Dependents - Effective March 1, 1977, participating employees may elect coverage on a spouse for either \$1,000 or \$2,000 and on a child for either \$500 or \$1,000. The employee pays the full premium.

Bereavement Leave: Provision for 3 days' paid leave is extended to cover the death of a sister-in-law or brother-in-law.

LOCAL ADMINISTRATION

Metropolitan Toronto Board of Commissioners of Police - Metropolitan Toronto Police Association (Ind.) (uniformed employees): A 12-month renewal agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 5,300 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 1/77

Annual Rates

3rd Class Constable	\$15,867 (\$14,828)
1st Class Constable	\$19,025 (\$17,780)
Staff Sergeant	\$22,811 (\$21,319)

Salaries negotiated under the previous agreement were revised downward following review by the Anti-Inflation Board. The previous rates shown above reflect this adjustment.

Cost of Living Allowance: Effective Jan. 1978, if the Consumer Price Index (1971=100) rises by more than 7.2% during the period Nov. 1976 to Nov. 1977, 1% of earnings for each 1% rise in excess of 7.2%, payable on all subsequent hours worked.

Service Pay: For employees on staff prior to Jan. 1, 1977, \$90 (\$65) per year for each 5 years of service, calculated every 5 years up to and including 35 years of service. For employees joining staff after Jan. 1, 1977, the increase will apply only if they pass required qualifying examinations.

Health and Welfare: Dental Plan - The employer will pay premiums of \$6.98 (\$5.25) per month for single coverage and \$19.72 (\$13.35) for family coverage.

Pension Plan: Survivor's Pension - The spouse of a member killed in the line of duty will receive a supplement to the existing plan so that benefits will approximate 80% of the deceased member's disposable after-tax income. The plan will be given a \$100,000 funding by the employer.

Sick Pay
Gratuity: Gratuity continues to be based on one-half of accumulated sick pay credits at time of employment termination, subject to the following table which has now been extended:

<u>Length of Service</u>	<u>Maximum Gratuity</u>
10-15 years	3 months of salary
15-20 years	4 months of salary
20-25 years	5 months of salary
25-30 years	6 months of salary

Above is unchanged. New portion of table follows:

30-32½ years	7 months of salary
32½-35 years	8 months of salary
35 or more years	9 months of salary

Metropolitan Toronto Board of Commissioners of Police - Metropolitan Toronto Police Association (Ind.) (Unit A, Clerical; Unit B, Garage; and Unit C, Parking Control Officers, Cadets and Matrons):
Three 12-month renewal agreements effective from Jan. 1, 1977 to Dec. 31, 1977, covering a total of 1,300 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages: Effective Jan. 1/77

General Increases:

Unit A	7.9%
Unit B	9.3%
Unit C	8.0%

Annual Rates

<u>Unit A</u>	Class 2 (35 hours per week; includes Mail Clerk)	\$8,989 (\$8,331)
	Class 6 (35 hours per week; includes Senior Computer Operator)	\$12,223-\$13,757 (\$11,327-\$12,752)
<u>Unit B</u>	Labourer (40 hours per week)	\$12,904 (\$11,797)
	Senior Communications and Electronics Technician (40 hours per week)	\$18,144 (\$16,600)
<u>Unit C</u>	Police Cadet (40 hours per week)	\$10,899-\$12,883 (\$10,085-\$11,922)
	Parking Control Officer (40 hours per week)	\$12,069-\$13,301 (\$11,171-\$12,319)

Cost of Living Allowance, Sick Pay Gratuity, Dental Plan and Survivor's Pension: Provisions for Units A, B, and C are identical to those reported in the above agreement for the uniformed employees with the Metropolitan Toronto Board of Commissioners of Police.

Service Pay: For Units A and C, \$65 (\$52) per year for each 5 years of service, calculated every 5 years, up to and including 35 years of service.
For Unit B, \$65 (\$52) per year for each 5 (10) years of service, calculated every 5 (10) years, up to and including 35 (30) years of service.

Tool Allowance (Unit B): To be increased by 8% or by the actual amount of increase in the cost of snap-on tools. (Mechanics \$80; servicemen \$60.)

CONSTRUCTION

Toronto Construction Association, General Contractors' Section and The Waterproofing Contractors Association - Local 598, Plasterers (AFL-CIO/CLC): Two 7-month renewal agreements effective from September 27, 1976 to April 30, 1977, covering 550 employees, settled at the conciliation officer stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 27/76</u>
	General Increase	\$1.03
	Cement Mason, Journeyman	\$9.15
	Waterproofer	(\$8.12)
Vacation Pay:	Effective January 1, 1977, vacation pay of 10% (8%).	
Welfare:	Effective January 1, 1977, employer contributes 47¢ (35¢) per hour.	
Mileage Allowance:	Effective January 1, 1977, 13¢ (11¢) per mile when employer supplies the vehicle. 16¢ (14¢) per mile when employee supplies his own vehicle.	
Per Diem Allowance:	\$15 (\$12) per day.	

Addendum

July 1976 Settlements

PRIMARY METAL

Stanton Pipes Limited at Hamilton - Local 8233, Steelworkers (AFL-CIO/CLC): A 21-month renewal agreement effective from July 11, 1976 to May 6, 1978, covering 225 employees, settled with mediation assistance and ratified in July 1976. Duration of negotiations - 3½ months.

Wages:	Effective	<u>July 11/76</u>	<u>May 8/77</u>
	General Increases	60¢	40¢
	Grade 1 (includes Labourer-Sweeper)	\$5.14 (\$4.54)	\$5.54
	Grade 15 (Electronic Electrician)	\$6.54 (\$5.94)	\$6.94
Shift Premium:	Effective July 11, 1976, 0-15¢-23¢ (0-12¢-22¢). Effective May 8, 1977, 0-20¢-25¢.		
Lead Hand Premium:	30¢ (20¢) per hour.		

Sunday Premium: \$1.00 (new) per hour for employees working the continental shift.

Paid Vacations: 4 weeks (new) after 15 years' service.

Bereavement Leave: One day's paid leave for attendance at grandparents' funeral (new).
One day's paid leave (new) when distance prevents attendance at funeral for a member of employee's immediate family.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$5,000) coverage.

Dental Plan - Effective May 8, 1977, employer pays 100% of cost of premiums for new basic dental plan.

Pension Plan: Basic Benefit - \$6.00 per month per year of service. (In the first year of the previous agreement, \$4.70 per month per year of future service and, in the second year, \$5.00. \$4.30 per month per year of past service.)

Meal Allowance: \$2.00 (\$1.50), or a meal, after 3 hours of overtime.

Safety Shoe Allowance: \$15 (\$10) per pair, twice per year, to a maximum of \$30 (\$20) per year.

Prescription Safety Glasses: Up to \$40 (\$20) for the first pair per year. Thereafter the employer pays 50% of replacement cost, to a maximum of \$30 (\$15) per year.

This settlement has been approved by the Anti-Inflation Board.

LOCAL ADMINISTRATION

Sudbury Regional Board of Commissioners of Police - Sudbury Regional Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1976 to December 31, 1977, covering 213 employees settled at the arbitration stage in July 1976. Duration of negotiations - 4½ months.

Wages:	Effective	Jan. 1/76	Jan. 1/77
	General Increases	11%	8%
	Bi-weekly Salaries as awarded:		
	4th Class Constable	\$486.71 (\$438.48)	\$526.40
	1st Class Constable	\$659.61 (\$594.24)	\$712.80
	Inspector	\$815.45 (\$734.64)	\$880.00

Bi-weekly Salaries as approved by the Anti-Inflation Board:

	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
4th Class Constable	\$481.60	\$526.40
1st Class Constable	\$654.40	\$712.80
Inspector	\$803.20	\$880.00

Court Time: If required to attend at court while on annual or statutory holiday leave, the employee receives 2 extra days' paid leave (new) for each day or part of a day spent at court and the provisions relating to court time do not apply.

Health and Welfare: Dental Plan - Effective October 1, 1976, employer pays 100% (new) of cost of premiums for Blue Cross Dental Plan #7. Payments are based on the 1975 fee schedule.

Clothing Allowance: Effective January 1, 1977, full-time plainclothes men receive \$450 (\$400) per year and part-time plainclothes men receive \$1.80 (\$1.60) per day.

September 1976 Settlement

EDUCATION AND RELATED SERVICES

Peel Board of Education - Local 1628, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from July 1, 1976 to June 30, 1977, covering 470 employees, settled at the conciliation officer stage and ratified in September 1976. Duration of negotiations - 4½ months.

Wages:	Effective	<u>July 1/76</u>
	General Increase	8.4%
	Level 1 (includes Mail Clerk)	\$6,879-\$7,831 (\$6,348-\$7,226)
	Level 7 (includes Senior Secretary in Secondary School)	\$11,059-\$12,627 (\$10,205-\$11,652)

Probationary period is 3 months. Maximum rates reached after one 6-month and two 12-month increases.

October 1976 Settlements

WHOLESALE TRADE

Newman Steel Warehouse Limited at Hamilton, Oakville, St. Catharines and the Township of Saltfleet - Locals 6019 and 8214, Steelworkers (AFL-CIO/CLC): One 24-month renewal agreement (formerly three)

effective from October 1, 1976 to September 30, 1978, covering 240 employees, settled at the post conciliation bargaining stage and ratified in October 1976. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
	COLA Fold-in	15¢	
	General Increases	53¢	45¢
	Labourer	\$5.27-\$5.38 (\$4.59-\$4.70)	\$5.72-\$5.83
	General Maintenance I	\$6.07-\$6.32 (\$5.39-\$5.64)	\$6.52-\$6.77
	Maintenance Electrician	\$6.58-\$8.08 (\$5.90-\$7.40)	\$7.03-\$8.53

Probationary period is 30 working days. Maximum rates for Labourer reached after 30 working days and, for General Maintenance I and Maintenance Electrician, after 120 working days.

Reopener: If the Anti-Inflation Program is terminated, the parties shall meet in the second year of the agreement to renegotiate monetary items in the settlement.

Cost-of-Living Provision: Discontinued.

Shift Premiums: 0-18¢-18¢ (0-14¢-15¢).

Paid Holidays: Half-day on day preceding Christmas Day and New Year's Day is added for a total of 11(10) days.

Paid Vacation: 3 weeks after 5 years (7 in Oakville Plant, 8 in other locations) and 4 weeks after 15 (16) years.

Health and Welfare: Life Insurance and A.D. & D. - \$8,000 (\$6,500) coverage.

Weekly Indemnity Plan - Benefits of 66 2/3% of earnings, to a maximum of \$147 per week. (Previously, a flat \$80 per week.)

Safety Shoe Allowance: \$25 (\$18) per calendar year.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (physical sciences group): A 12-month renewal agreement effective from Apr. 19, 1976 to Apr. 18, 1977, covering 520 employees, settled by arbitration in October 1976. Duration of negotiations - 9 months.

Wages:	Effective	<u>Apr. 19/76</u>
	<u>Annual Increases</u>	
	PC-1	12%
	PC-2	\$1,900
	PC-3	\$2,100
	PC-4	\$2,200
	PC-5	\$2,400

Annual Rates

PC-1	\$9,730-\$18,455 (\$8,668-\$16,478)
PC-3	\$21,636-\$26,252 (\$19,536-\$24,152)
PC-5	\$29,697-\$33,335 (\$27,297-\$30,935)

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years, and 5 weeks after 28 (30) years.

This settlement has been approved by the Anti-Inflation Board.

November 1976 Settlements

TEXTILE

Cambridge Towel Mills Limited (formerly Centex Mills Incorporated) at Cambridge - Local 1441, Clothing and Textile Workers Union (AFL-CIO/CLC):
A 12-month renewal agreement effective from November 1, 1976 to October 31, 1977, covering 243 employees, settled at the bargaining stage and ratified in November 1976. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 1/76</u>	<u>May 1/77</u>
	Increases	20¢ for hourly workers; 16¢ for incentive workers	10¢ for hourly workers; 8¢ for incentive workers
	General	\$3.05	\$3.15
	Help	(\$2.85)	
	Electrician	\$4.60	\$4.70
	Class 1	(\$4.40)	

Paid Vacation: 3 weeks after 8 (9) years, 4 weeks after 15 (18) years, 5 weeks (new) after 25 years.

Health and Welfare: Life Insurance, Weekly Indemnity Plan, and Major Medical Plan - Employer pays 75% (50%) of cost of premiums.

TRANSPORTATION EQUIPMENT

MTD Products Limited (formerly Sehl Engineering Limited) at Kitchener -

Local 1524, Auto Workers (CLC): A 24-month renewal agreement effective from September 20, 1976 to September 15, 1978, covering 300 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3½ months.

Wages:	Effective	Sept. 20/76	Sept. 20/77
Increases		50¢ per hour for non-incentive employees; 40¢ per hour for incentive employees	50¢ per hour for Tool & Die and Cutter Dept. employees and 38¢ per hour for all other non-incentive employees; 27¢ per hour for incentive employees
Wage Equity Adjustment		25¢ per hour for Tool & Die Makers and Universal Cutter Grinders; 15¢ per hour for all other employees in the Tool & Die and Cutter Depts.	
Additional Adjustments		10¢ per hour for Truck Driver, Lift Truck Operator, Job and Die Setter, Floor Inspector and Receiving Inspector; 5¢ per hour for light duty incentive employees	5¢ per hour for Truck Driver, Lift Truck Operator, Job and Die Setter, Floor Inspector and light duty incentive employees
Assembler (Light Duty)		\$3.55 (\$3.10)	\$3.87
Tool & Die Maker		\$6.20 (\$5.45)	\$6.70
Probationary period is 60 (90) calendar days.			
Call-back Pay:	Guarantee of 4(3) hours' pay at day or regular rate or 4(3) hours' work at actual hourly earnings.		
Paid Holidays:	One floating day is added for a total of 12 (11) days.		
Holiday Pay:	Employees laid off or on approved leave of absence on a holiday receive holiday pay unless their absence is for a period in excess of 12 (7) calendar days before or following the holiday.		
Paid Vacation:	2 weeks and 4% vacation pay with less than 3 years' service, 2 weeks and 4½% vacation pay after 3 years' service, 2 weeks and 5½% vacation pay after 5 years, 3 weeks and 6½% vacation pay after 8 years, 3 weeks and 7% vacation pay after 12 years, 3 weeks and 7½% vacation pay after 15 years, 4 weeks and 8% vacation pay after 18 years, 4 weeks and 8½% vacation pay after 20 years and 4 weeks and 9% vacation pay after 25 years. (Previously, 2 weeks and 2% vacation pay with less than 1 year's service, 2 weeks and 4% vacation pay after 1 year's service, 2		

weeks and 5% vacation pay after 5 years, 3 weeks and 6% vacation pay after 8 years, 3 weeks and 7% vacation pay after 15 years and 4 weeks and 8% vacation pay after 20 years.)

**Bereavement
Leave:**

One day's paid leave granted to attend the funeral of a grandparent or grandchild (new).

**Health and
Welfare:**

Life Insurance and A.D. & D. - Effective September 20, 1976, \$5,500 (\$5,000) coverage. Effective September 20, 1977, \$7,000 coverage.

Employer pays cost of premiums for Life Insurance and A.D. & D. for employees suffering total and permanent disability prior to age 60 (new).

Long Term Disability Plan - Effective September 20, 1976, new long term disability plan to age 65 is implemented paying benefits of 66 2/3% of wages up to a maximum of \$133 per week.

Major Medical - \$7,000 (\$5,000) maximum.

**Prescription
Safety Glasses:**

Maximum allowance of \$12 for lenses. (Previously, maximum allowance of \$7 for complete glasses.)

December 1976 Settlements

PRINTING, PUBLISHING AND ALLIED

The Globe and Mail Limited (Editorial, Maintenance-Delivery and Circulation Departments) at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC): Three 12-month renewal agreements, effective from July 1, 1976 to June 30, 1977, covering 400 employees, settled with mediation assistance and ratified in December 1976. Duration of negotiations - 6 months.

Wages:

Effective

July 1/76

Increase

\$30 for Editorial Groups
A - C, top rates for
Group CC and DD, for
Machinist and Electrician;
9.5% for all others.

Additional
Adjustments

\$4 for Head Copy
Messenger

Weekly Rates

Editorial

Group I
(Copy Messenger)

\$121.33 - \$139.45
(\$110.80 - \$127.35)

Group A
(includes Editorial
Writer)

\$382.00
(\$352.00)

July 1/76

Maintenance-Delivery

Loader	\$176.82 (\$161.48)
Electrician	\$331.00 (\$301.00)

Circulation

Group D (Office Messenger)	\$120.76 - \$142.16 (\$110.28 - \$129.83)
Group A (includes Inter- mediate Clerk)	\$155.54 - \$198.92 (\$142.05 - \$181.66)

Probationary period is 3 months. Maximum rates for Copy Messenger and Office Messenger reached after 1 year. Maximum rates for Intermediate Clerk reached after 3 years.

Shift	Effective date of signing, 0-\$3.20-\$3.20 per shift for employees
Premiums:	earning over \$200 per week, 0-\$2.60-\$2.60 for employees earning between \$170 and \$200 per week, 0-\$2.20-\$2.20 for employees earning less than \$170 per week. (Previously, 0-\$2.20-\$2.20 for Group A-E in Editorial Department, 0-\$1.80-\$1.80 for Groups F to GG and 0-\$1.40-\$1.40 for Groups H and I. For Maintenance-Delivery Department, 0-\$2.20-\$2.20 for employees earning over \$180 per week, 0-\$1.80-\$1.80 for employees earning between \$140 and \$180 per week and 0-\$1.50-\$1.50 for employees earning less than \$140 per week. For Circulation Department, 0-\$1.50-\$1.50.)
Equipment Allowance:	Effective date of signing, \$100 (\$80) quarterly for Photographers who use their own equipment, \$70 (\$50) quarterly for Reporter-Photographers who use their own equipment.

EDUCATION AND RELATED SERVICES

Essex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF):
A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 470 employees, settled at the bargaining stage and ratified in December 1976. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increase	\$908-\$2,398*
	Teacher-Category D 0-4 years	\$9,600-\$12,600 (\$8,692-\$11,236)
	Teacher-Category A4 0-12 years	\$14,450-\$24,600 (\$13,515-\$22,260)

Sept. 1/76

Principal	
6-15 rooms	\$23,280-\$28,200
0-6 years	(\$20,882-\$25,970)
16 rooms and over	\$23,280-\$29,750
0-8 years	(\$20,882-\$27,454)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Responsibility Vice-Principal - \$1,000 plus an increment of \$700 (\$600) per year
Allowance: to a maximum of two years.

Health and Life Insurance - Benefits increase to 3(2) times annual salary.
Welfare:

Frontenac-Lennox and Addington County Roman Catholic Separate School Board -
Ontario English Catholic Teachers' Association (OTF): A 12-month
renewal agreement effective from September 1, 1976 to August 31,
1977, covering 217 employees, settled at the post fact-finder
bargaining stage and ratified in December 1976. Duration of
negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increase	\$728-\$2,164*
	Teacher-Category D	\$8,650-\$12,550
	0-6 years	(\$7,922-\$10,989)
	Teacher-Category A4	\$13,400-\$23,300
	0-12 years	(\$12,106-\$21,136)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Health and Life Insurance - Employer pays 100% (75%) of cost of premiums
Welfare: for plan providing coverage of \$25,000.

OHIP and Extended Health Care Plan - Employer pays 90% (80%) of
cost of premiums.

Dental Plan - Employer pays 50% cost of premiums for basic
dental plan. (Previously, cost paid fully by employees.)

Negotiations in Progress during January 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage *
Allied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC)	500	MED
American Motors (Canada), Ltd., Brampton	Auto Workers (CLC)	1,175	PCB
Amoco Canada, Patchogue Ply- mouth-Hawkesbury Mills Div., Hawkesbury	Woodworkers (AFL-CIO/CLC)	350	CO
Arrow Company, The (Div. of Cluett, Peabody & Co. of Canada Ltd.), Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	935	B
Atomic Energy of Canada Ltd., Power Projects, Mississauga	Society of Professional Engineers (Ind.)	340	B
Baycrest, Sunnybrook, Toronto East General and Wellesley Hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office empls.)	810	CO
Belleville General Hospital	Ont. Nurses' Assn. (Ind.)	276	B
Borg-Warner (Canada) Ltd., Long Manufacturing Co. Div., Oakville	Auto Workers (CLC)	410	B
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	389	PMB
Joseph Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	CO
Brewers' Warehousing Ltd., province-wide	Canadian Brewery Workers Union (CLC)	1,400	B
Budd Automotive Company of Canada Ltd., Kitchener	Auto Workers (CLC)	2,200	B
CN Tower Restaurants Ltd., Toronto	Railway, Transport and General Workers (CLC)	269	B
Canada Machinery Corp., Cambridge	Steelworkers (AFL-CIO/CLC)	222	PCB
Canada Packers Ltd., Acton	Foodworkers (AFL-CIO/CLC)	360	CO
Canadian Admiral Corp. Ltd., Port Credit	Electrical Workers (IUE) (AFL-CIO/CLC)	730	B
Canadian General Electric Co. Ltd., Barrie, Burlington, Caledonia, Guelph, Peter- borough, Toronto and Trenton	Electrical Workers (UE) (CLC)	6,400	MED
Canadian General Electric Co. Ltd., Peterborough, Scarborough, Guelph and Toronto	Technical Engineers (AFL-CIO/CLC)	263	B

*See page 47 for definition of codes.

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	350	B
Canadian Johns-Manville Co. Ltd., Port Union	Chemical Workers (AFL-CIO/CLC)	530	B
Canadian National Institute for the Blind, province-wide	Service Employees (AFL-CIO/CLC)	575	CO
Canadian Ohio Brass Co. Ltd., Niagara Falls	Chemical Workers (AFL-CIO/CLC)	250	B
Canron Ltd., Eastern Structural Div., Toronto	Canadian Workers Union (Ind.)	315	MED
Carleton Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	620	B
Carling O'Keefe Ltd. and Carling O'Keefe Transport, Etobicoke, Toronto and Waterloo	Cdn. Brewery Workers Union (CLC) (production and transport empls.)	610	B
Champion Spark Plug Co. of Canada, Windsor	Auto Workers (CLC)	353	PCB
A.R. Clarke & Co. Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	315	B
Cochrane Enterprises Ltd., Cochrane	Carpenters (AFL-CIO/CLC)	324	CO
Controls Company Canada Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	200	B
Corporate Foods Ltd., Demp- ster's Bread Div., Toronto	Teamsters (Ind.)	345	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC)	800	CO
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	795	B
Cyanamid of Canada Ltd., Wel- land Plant, Niagara Falls	Chemical Workers (AFL-CIO/CLC)	420	B
Dobbie Industries Ltd., Worsted and Handknit Div., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	350	CO
Donglas Ltd., Hamilton	Glass and Ceramic Workers (AFL-CIO/CLC)	800	B
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	385	B
Dominion Textile Ltd. (Long Sault Fabrics Plant and Long Sault Yarns Plant), Long Sault	United Textile Workers (AFL-CIO/CLC)	540	B

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Dow Chemical of Canada, Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	805	B
Dryden Paper Co. Ltd., Wood Operations, Dryden	Carpenters (AFL-CIO/CLC)	250	CO
Durham Region Roman Catholic Separate School Board	Teachers Federations	365	WS
Durham Regional Municipality, Works Dept.	CUPE (CLC) (outside empls.)	250	B
Eddy Forest Products Ltd., Woods Operations, Espanola	Carpenters (AFL-CIO/CLC)	400	PCB
Etobicoke Borough	CUPE (CLC) (outside empls.)	660	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons, maintenance, etc. empls.)	515	B
Fabricated Steel Products (Windsor) Ltd., Windsor	Auto Workers (CLC)	330	B
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/ CLC)	212	CO
Fiberglas Canada, Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	595	B
Firestone Canada Ltd., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,300	B
John Forsyth Co. Ltd., Kit- chener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	500	B
Foster Wheeler Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	450	B
Foxhead Inn Ltd., Sheraton Brock Hotel and Sheraton Foxhead Inn, Niagara Falls	Hotel Employees (AFL-CIO/CLC)	350	B
Frontenac County Board of Education	CUPE (CLC) (service and maintenance empls.)	240	B
Glendale Spinning Mills, Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	275	B
Goodyear Canada Inc., New Toronto	Rubber Workers (AFL-CIO/CLC)	1,530	B
Goodyear Canada Inc., Factory and Reclaim Plant, Bowman- ville	Rubber Workers (AFL-CIO/CLC)	240	B
Government of Canada (Treasury Board)**	Professional Assn. of Foreign Service Officers (Ind.)	960	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	CO
Gulf Oil Canada Ltd., Mississauga	Oil Workers (AFL-CIO/CLC)	350	B

**Federal jurisdiction.

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Hamilton City	CUPE (CLC) (inside empls.)	378	B
Hamilton City	CUPE (CLC) (outside empls.)	565	B
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/ CLC)	300	B
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	735	CO
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton and other centres	Transit Union (AFL-CIO/CLC)	800	B
Hamilton-Wentworth Regional Board of Commissioners of Police, Hamilton	Hamilton-Wentworth Police Assn. (Ind.)	625	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (inside empls.)	275	B
Hand Assn. of Road, Sewer and Watermain Contractors, Hamilton	Labourers (AFL-CIO/CLC)	500	B
Hawker Siddeley Canada Ltd. (Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	860	B
Hilroy Envelopes and Station- ery Ltd., Toronto	Canadian Paperworkers (CLC)	210	B
Holmes Foundry, Sarnia	Auto Workers (CLC)	406	B
Honeywell Ltd., Scarborough	Auto Workers (CLC)	620	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200	CO
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	285	B
ITT Canada Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	229	CO
Kelsey-Hayes Canada Ltd., Windsor	Auto Workers (CLC)	770	B
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC) (office, clerical, technical, maintenance, and service empls.)	335	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	450	CO
Kingston Spinners Ltd.	Clothing and Textile Workers (AFL-CIO/CLC)	350	CO
Kitchener City Corp. (Public Works and Parks and Recre- ation)	CUPE (CLC)	250	B
Kodak Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	B

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
LOF Glass of Canada Ltd., Collingwood	Glass and Ceramic Workers (AFL-CIO/CLC)	325	B
Labatt's Ontario Breweries, London	CLC-Chartered Local	500	B
Lakehead Terminal Elevators (various companies), Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	252	B
Laura Secord Ltd., Scarborough	Bakery Workers (AFL-CIO/CLC)	500	B
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	300	CO
Libby, McNeill and Libby of Canada Ltd., Chatham	Auto Workers (CLC)	220	WS
Lincoln County Board of Education	CUPE (CLC) (office, clerical, and technical empls.)	221	B
Linen Supply Industry Employer's Council, Toronto	Laundry Workers (CLC)	1,200	CO
Thomas J. Lipton Ltd., Bramalea and Toronto	Millers (AFL-CIO/CLC)	220	B
London City	CUPE (CLC) (office, clerical, and technical empls.)	325	B
London City	CUPE (CLC) (outside empls.)	515	CO
London City Police Force	Police Assn. (Ind.) (policemen and civilian empls.)	443	B
London City Public Utilities Commission	CUPE (CLC) (office, technical, service, and maintenance empls.)	345	B
McCormick's Ltd., London	Millers (AFL-CIO/CLC)	820	B
McGraw-Edison of Canada Ltd., Major Appliance Div., Cambridge	Electrical Workers (IUE) (AFL-CIO/CLC)	500	CO
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	218	B
Millhaven Fibres Ltd., Millhaven	Oil Workers (AFL-CIO/CLC)	940	B
Modern Building Cleaning Ltd., a Div. of Dustbane Enterprises, Toronto	Service Employees (AFL-CIO/CLC)	350	CO
Molson's Brewery (Ontario) Ltd. and W.J. Hyatt Transport, Toronto	Cdn. Brewery Workers Union (CLC)	625	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	290	PCB

**Federal jurisdiction.

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	200	B
National Research Council of Canada, Ottawa**	Research Council Employees Assn. (Ind.) (clerical empls.)	324	B
Nestle (Canada) Ltd., Chesterville	Retail, Wholesale Employees (AFL-CIO/CLC)	298	B
Niagara Falls City Corp.	CUPE (CLC) (clerical, service and maintenance empls.)	300	B
Niagara Regional Board of Commissioners of Police	Niagara Region Police Assn. (Ind.)	510	B
Niagara Regional Municipality	CUPE (CLC) (inside and outside empls.)	450	B
Niagara Regional Municipality (Homes for the Aged), St. Catharines and other centres)	CUPE (CLC) (non-medical empls.)	530	ARB
Niagara South Board of Education	CUPE (CLC) (caretaking and main- tenance empls.)	450	B
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	244	PMB
Northwestern General Hospital Toronto	Ont. Nurses' Assn. (Ind.)	200	B
North York Borough	CUPE (CLC) (inside empls.)	510	B
North York Borough	CUPE (CLC) (outside empls.)	710	B
North York Borough	Fire Fighters (AFL-CIO/CLC)	555	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	515	CO
Ontario Government	Ont. Provincial Police Assn. (Ind.)	3,935	B
Ontario Government (Working Conditions)	Ont. Public Service Employees Union (OPSEU) (Ind.) (classified public servants)	54,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	670	ARB
Ontario Housing Corp. province- wide	CUPE (CLC) (office and maintenance empls.)	800	ARB
Ontario Hydro, province-wide	CUPE (CLC) (hydro empls.)	13,320	B
Ontario Jockey Club (Stan- dardbred Div.)	Service Employees (AFL-CIO/CLC)	300	B
Ontario Jockey Club (Thorough- bred Div.)	Service Employees (AFL-CIO/CLC)	450	B
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	WS

**Federal jurisdiction.

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	1,630	MED
Ottawa Board of Education	Ottawa Board of Education Empls. Assn. (Ind.) (maintenance, service and plant operations empls.)	900	B
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,300	B
Ottawa City	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City	Ottawa Police Assn. (Ind.)	680	B
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	B
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	925	B
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	ARB
Ottawa Roman Catholic School Board	Cdn. Merchandising Employees Union (maintenance empls. and custodians)	250	PCB
Ottawa Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	1,515	MED
Peel County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	MED
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	385	B
Peel Regional Board of Commissioners of Police	Peel Regional Police Assn. (Ind.)	560	B
Perley Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	238	CO
Perth County Board of Education	Teachers Federations	370	B
Peterborough Civic Hospital	CUPE (CLC)	340	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	342	CO
Philco-Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	500	CO
Polysar Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	1,530	B

**Federal jurisdiction.

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Prestolite Co. (Div. of Eltra of Canada Ltd.), Point Edward, Maple and Toronto	Auto Workers (CLC) (production and office empls.)	740	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	710	MED
Queen's University, Kingston	CLC-Chartered Local (maintenance and service empls. and stationary engineers)	350	B
Reed Decorative Products Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	290	B
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	ARB
Robson-Lang Leathers Ltd., Barrie, Cobourg, Kitchener and Oshawa	Foodworkers (AFL-CIO/CLC)	500	B
Rockwell International of Canada Ltd., Chatham, Oshawa and Milton	Auto Workers (CLC) (hourly-rated empls.)	650	B
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	755	B
Royal Victoria Hospital of Barrie, inc.	Ont. Nurses' Assn. (Ind.)	234	CO
St. Catharines City Corp., Arena, City Hall, Parks and Recreation and Works Depts.	CUPE (CLC) (equipment operators, maintenance and service empls.)	200	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	CO
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	CO
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	375	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	CO
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	610	ARB
St. Vincent Hospital, Ottawa	Int. Operating Engineers (AFL-CIO/CLC)	475	CO
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	CO
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	ARB

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Sandwich, Windsor & Amherstburg Railway Co., Windsor	Transit Union (AFL-CIO/CLC)	200	B
Scarborough Borough	CUPE (CLC) (office, clerical and technical empls.)	452	B
Scarborough Borough	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	705	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	CO
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.)	560	CO
Shell Canada Ltd. (Sarnia Refinery), Sarnia	Oil Workers (AFL-CIO/CLC)	210	B
Silverwood Industries Ltd. (Silverwood Diaries Div.), London	Teamsters (Ind.)	200	CO
Simcoe County Board of Education	CUPE (CLC) (maintenance and service empls. and bus drivers)	325	CO
Simcoe County Board of Education	OPSEU (office, clerical and technical empls.)	217	B
SKF Manufacturing of Canada Ltd., Scarborough	Machinists (AFL-CIO/CLC)	400	CO
Sklar Manufacturing Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	600	B
Standard-Modern Tool Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	PCB
Steinberg's Ltd., Miracle Mart Div., eastern Ontario	Retail Clerks (AFL-CIO/CLC)	250	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	525	B
Stormont, Dundas and Glengarry County Board of Education	Teachers Federations	380	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	300	CO
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	CO
Supreme Aluminum Industries Ltd., Toronto and Pickering	Employees Assn. (Ind.)	400	B
Texaco Canada Ltd., Port Credit	Oil Workers (AFL-CIO/CLC)	200	CO

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
J.E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	386	CO
Thompson Products, St. Catharines	Employees Assn. (Ind.)	835	B
Toronto City	Fire Fighters (AFL-CIO/CLC)	1,300	B
Toronto City Board of Education	CUPE (CLC) (caretakers and main- tenance empls.)	700	B
Toronto City Board of Education	CUPE (CLC) (chief caretakers and engineers)	257	B
Toronto City Board of Education	CUPE (CLC) (non-teaching empls.)	408	B
Toronto City Board of Education (Public Schools Sector)	CUPE (CLC) (office and clerical empls.)	210	B
Toronto City and Metropolitan Toronto	CUPE (CLC) (inside and outside empls.)	9,905	B
Toronto Commercial Film Pro- ducers Assn.	Moving Picture Machine Operators (AFL-CIO/CLC)	250	B
Toronto Construction Assn.	Iron Workers (AFL-CIO/CLC)	500	B
Toronto East General & Ortho- paedic Hosp. Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	550	ARB
Toronto General Hospital	Ont. Nurses' Assn. (Ind.)	840	CO
Toronto General and other hospitals, Toronto and other centres	OPSEU (Ind.) (paramedical empls.)	2,800	B
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	800	B
Toronto Hydro Electric System	CUPE (CLC) (clerical and technical empls.)	500	B
Toronto Hydro Electric System	CUPE (CLC) (hourly-rated empls.)	500	B
Toronto Star Ltd.	Various Unions	391	CO
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	CO
University of Windsor	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	350	CO
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.) (full- time empls.)	470	CO
Weldwood of Canada Ltd., Longlac Plywood Div., Longlac	Carpenters (AFL-CIO/CLC)	360	WS
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	MED
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (AFL-CIO/ CLC)	3,050	B

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Weston Bakeries Ltd., Dupont St. Plant, Toronto	Teamsters (Ind.)	325	MED
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	B
Windsor City	CUPE (CLC) (inside empls.)	530	B
Windsor City	Fire Fighters (AFL-CIO/CLC)	284	B
Windsor City (Public Works and Parks and Recreation Depts.)	CUPE (CLC) (service and maintenance empls.)	400	B
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	CO
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	MED
York Borough Board of Education	CUPE (CLC) (caretakers and maintenance and stockroom empls.)	235	B
York Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Div.)	Canadian Union of Public Employees (CLC)	330	B
York University, Toronto	CUPE (CLC) (service and maintenance empls.)	235	B
Zehr's Markets Ltd., Guelph	Diamond Z Assn. (Ind.)	288	B
<u>More Than One Province</u>			
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,515	B
American Can of Canada, Ltd., Hamilton & Simcoe, Ont. and Montreal, Que.	CLC - Chartered Locals (plant empls.)	1,500	B
Bell Canada, Quebec and Ontario**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	7,975	CO
Bell Canada, Newfoundland, Quebec, Ontario and North-west Territories**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CB
CP Air, system-wide**	Air Line Pilots (Ind.)	600	B
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC)	1,300	B

** Federal jurisdiction.

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canadian General Electric Ltd., Montreal and St. Andre, Que. and Cobourg, Oakville, Peter- borough and Toronto, Ont.	Electrical Workers (IUE) (AFL-CIO/ CLC) (hourly-rated and salaried employees)	3,470	CO
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls.)	1,780	B
Government of Canada (Treasury Board)**	Air Traffic Employees (Ind.)	2,165	CO
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	3,865	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,215	B
Government of Canada (Treasury Board)**	Professional Institute of the Pub- lic Service of Canada (PIPS) (Ind.) (biological sciences group)	760	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,410	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (computer system ad- ministration)	1,845	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,145	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,905	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (translation group)	1,065	CB
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,240	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,455	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,405	B
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	860	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory)	3,735	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	2,845	B

** Federal jurisdiction.

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,495	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,520	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,385	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	18,925	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical group)	1,565	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	4,165	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	815	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment and operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	20,715	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,255	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,995	B
Government of Canada (Treasury Board)**	PSAC (CLC) (social science support group)	1,465	B
Government of Canada (Treasury Board)**	PSAC (CLC) (technical inspection group)	1,195	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,565	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	725	B
Steinberg's Ltd., Ottawa and other centres, Ont. and Hull and Gatineau, Que.**	Retail Clerks (AFL-CIO/CLC)	1,055	B

** Federal jurisdiction.

Negotiations in Progress during January 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
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Definitions of Codes for Negotiation Stages

B - Direct Bargaining
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) - Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in February 1977

Employer and Location	Union	No. of Emple
CP Air Lines, Agents & Customer Service, Province-wide	Railway Clerks (AFL-CIO/CLC)	97
Canada Veneers, Pembroke	Carpenters (AFL-CIO/CLC)	23
Canadian General-Tower, Cambridge	Rubber Workers (AFL-CIO/CLC)	35
Consumers Distributing Co., Mississauga	Labourers (AFL-CIO/CLC)	22
Continental Can of Canada, 9 Plants & Ware- house, Intercity	Steelworkers (AFL-CIO/CLC)	1,25
Dominion Textile, Long Sault Fabrics Plant, Long Sault	United Textile Workers (AFL- CIO/CLC)	35
Dow Chemical of Canada, Sarnia	Oil Workers (AFL-CIO/CLC)	80
Firestone Canada, Hamilton	Rubber Workers (AFL-CIO/CLC)	1,30
Foster Wheeler, St. Catharines	Steelworkers (AFL-CIO/CLC)	45
Goodyear Canada, Inc., Factory & Reclaim Plant, Bowmanville	Rubber Workers (AFL-CIO/CLC)	24
Goodyear Canada, Inc., New Toronto	Rubber Workers (AFL-CIO/CLC)	1,5
Holiday Inn-Commonwealth Holiday Inns, Ottawa	Hotel Employees (AFL-CIO/CLC)	30
Honeywell Ltd., Scarborough	Auto Workers (CLC)	62
Kingston Spinners, Kingston	Clothing & Textile Workers Union (AFL-CIO/CLC)	35
Kitchener City Corp., Works, Recreation & Arena	C.U.P.E. (CLC)	25
Lambton County Board of Education	C.U.P.E. (CLC)	20
Thomas J. Lipton Ltd., Bramalea and Toronto	Millers (AFL-CIO/CLC)	22
LOF Glass of Canada, Collingwood	Glass and Ceramic Workers (AFL-CIO/CLC)	32
McCormicks Ltd., London	Millers (AFL-CIO/CLC)	82
McGraw-Edison of Canada, Major Appliance Div., Cambridge	Electrical Workers (IUE) (AFL- CIO/CLC)	50
Ottawa Ready Mix Companies, Ottawa	Teamsters (Ind.)	37
Reed Decorative Products, Toronto	Printing and Graphic Communi- cations (AFL-CIO/CLC)	29
Rowntree Mackintosh Canada, Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	75
Sklar Furniture, Sklar & CFM Div., Whitby & Ajax	Upholsterers (AFL-CIO/CLC)	60
J. E. Thomas Specialties, Lindsay	Rubber Workers (AFL-CIO/CLC)	38

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TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
February 1977

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Forward

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1977 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is included only when it is specifically stated in the settlement. It is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in February 1977 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in February 1977. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in March 1977.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

March 27, 1977

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Highlights

Transportation Equipment Settlements. A one-year renewal agreement covering 1,125 American Motors (Canada) employees represented by the United Auto Workers was ratified on February 21. The settlement terms were similar to those negotiated for American Motors' 12,000 workers in the U.S. but were somewhat less favourable than those contained in the earlier pattern established by the Big Three auto manufacturers because of AMC's recent financial difficulties. The general wage increase, effective on the ratification date, was 3 per cent plus a 23-cent "add on" to the current cost-of-living allowance of \$1.14 per hour. Apart from the wage increases, which were equivalent to a 7.2 per cent average pay raise, the contract contained only minor benefit improvements and a number of contract language changes.

Two other major UAW settlements with auto parts manufacturers closely followed the automakers' pattern. A three-year international contract at Champion Spark Plug Company, covering production workers at five U.S. plants and a plant in Windsor, included the conventional 3 per cent annual wage increases plus 11 cents per hour in the first year, special provisions for skilled tradesmen and a COLA fold-in of \$1.26 per hour. In addition, the contract provided for a total of 12 new paid personal holidays over the three-year period and improved fringe benefits. An almost identical contract was tentatively settled last December by 770 UAW members at Kelsey-Hayes Canada in Windsor. The settlement was ratified by production workers but rejected by a narrow margin by the skilled tradesmen. A confusing dispute over the legality of the agreement was finally solved in mid-February following renewed conciliation efforts by the Ontario Ministry of Labour. Although the UAW constitution contains provision for separate ratification by skilled tradesmen in certain circumstances, it was determined that the rules governing ratification procedures in the case of Kelsey-Hayes did not allow for this possibility. As the majority of all employees in the bargaining unit had voted in favour of ratification, this was deemed to constitute acceptance of the proposed contract.

Electrical Products Settlements. The United Electrical Workers (UE) agreement with Canadian General Electric signed in mid-February was the first major settlement of the 1977 round of bargaining in the electrical products industry. In its opening position the union sought a 75 cents per hour wage increase over one year, with full cost-of-living protection, changes in seniority provisions, several safety features and improved welfare benefits. The company insisted on bargaining within the AIB guidelines and proposed a contract duration of more than one year. The new agreement, which affected 6,400 production workers at 13 Ontario plants, eventually provided wage increases ranging from 40 to 58 cents per hour over a one-year term (averaging approximately 8 per cent), with an additional 4 cents for female employees and up to 3 cents more for workers at the Trenton plant. The settlement also improved health and pension benefits,

and made provision for establishment of a joint safety committee to administer a health and safety programme similar to that proposed in Ontario's new occupational health and safety law.

The terms of this settlement also were adopted by 200 methods technicians, members of the Technical Engineers' Local 166, working at CGE plants in Peterborough and Toronto. Further agreements, closely matching the CGE-UE pact, were tentatively settled at the end of February by the remaining unionized CGE employees represented by the International Union of Electrical Workers (IUE) at 14 plants in Ontario and Quebec and by 250 draftsmen, members of the Technical Engineers' Local 164, at CGE plants in three Ontario locations. The CGE settlements most likely will serve as a pattern for the current or upcoming negotiations with other major electrical products manufacturers in the province.

Ottawa Transit Settlement. A 12-month renewal agreement was concluded in direct bargaining between the Ottawa-Carleton Regional Transit Commission and Division 279 of the Amalgamated Transit Union. The 1,320 bus drivers and mechanics covered by the contract received a 7.45 per cent wage increase retroactive to January 1, improved sick leave benefits, shorter service requirements for vacations and increased safety shoe and tool allowances. The proposed compensation increase in the previous agreement, signed after a three-day strike in the fall of 1976, was subsequently rolled back from 9.25 to 9.1 per cent by the AIB.

Telephone Settlement. Bell Canada's craft and service employees accepted a conciliation commissioner's proposal for a contract with the telephone company, averting possible strike action. The new contract, ratified in February after sporadic work slowdowns at various centres, was the first collective agreement negotiated by the Communications Workers of Canada (CWC) since the union displaced an in-house employees' association and assumed bargaining rights for 13,000 company employees in Ontario, Quebec and the Northwest Territories. The workers' last contract, due to expire November 30, 1975, was extended whilst bargaining with the CWC continued. Major issues in dispute included contract duration, salaries, regional wage disparities and a CWC demand that pensions and other benefits be incorporated into the contract for the first time. The 22-month renewal agreement included retroactive wage increases equivalent to 12.35 per cent from December 1, 1975 and a further 9 per cent from January 1, 1977, with a wage re-opener for the final year of the contract. Additional provisions included fringe benefits improvements equivalent to 1.3 per cent and extra pay for certain workers under the regional zoning system. Part of the scheduled wage increases was withheld pending AIB approval.

University Staff Settlements. Last November, the Board of Governors of York University in Toronto ratified a first contract with its faculty association representing 1,040 full-time professors and professional librarians. The association was given an interim certification in April 1976, until the status of a group of professors, who did not want to join the union, was determined. Subsequently the certificate was suspended by a Divisional Court decision pending juridical review of the question that the York University Act (stating that professors are managers and therefore cannot be unionized) should have been considered before the certification was granted. In January, the case reached the Ontario Supreme Court, where it was dismissed, thereby upholding the validity of the earlier signed agreement.

The 17-month contract, with salary settlement retro-active to last July, contained an 8.75 per cent across-the-board increase in the first year and a wage re-opener in the second. The agreement itemized working conditions and benefits, including a scheme to cover the possibility of lay offs due to financial cutbacks, detailed grievance and arbitration procedures and stipulated professors' rights to academic freedom.

A first collective agreement also was reached between the University of Windsor and the Service Employees Union, certified last May as a bargaining agent for the university's 335 clerical, secretarial and office workers. The 15-month contract provided a two-stage wage increase of 15 per cent beginning February 1, 1977, and settlement pay of up to \$250 to cover the period between the certification and effective date of the agreement. Pending approval of the increases by the AIB, the employees received an interim raise of 6 per cent. Other items incorporated into the written contract included hours of work, compensation for overtime, temporary transfer and continuous service, paid vacations and holidays, health and welfare coverage (fully subsidized by the employer) and a contributory pension plan integrated with the Canada Pension Plan.

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Canada Machinery Corporation Limited, Cambridge and Kitchener	Steelworkers (AFL-CIO/CLC)	56
Canadian General Electric Company Limited, Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE)(CLC)(plant empls.)	64
Canadian General Electric Company Limited, Peterborough, Toronto and Scarborough	Technical Engineers (AFL-CIO/CLC)(methods, wage rate and senior cost technicians)	65
Champion Spark Plug Company of Canada, Limited, Windsor	Auto Workers (CLC)	60
Cyanamid of Canada Limited (Welland Plant), Niagara Falls	Canadian Chemical Workers (Ind.)	67
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F. W. Fearman Company Limited, Burlington	Foodworkers (AFL-CIO/CLC)	87
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Gulf Oil Canada Limited, Clarkson Refinery, Mississauga	Oil Workers (AFL-CIO/CLC)	65
Hamilton-Wentworth Regional Municipality	Canadian Union of Public Employees (CLC)(inside employees)	82
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ITT Canada Limited, Communications and Controls & Instruments Divisions, Guelph	Steelworkers (AFL-CIO/CLC)	68

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Lincoln County Board of Education	Canadian Union of Public Employees (CLC)(office and technical employees)	72
London City	Canadian Union of Public Employees (CLC)(outside employees)	83
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National Defence, Communications Security Establishment	Public Service Alliance of Canada (CLC)(communications officers group, administrative services and computer systems administration groups of the Administrative and Foreign Service Category)	82
Ottawa Board of Education	Ottawa Board of Education Employees' Association (Ind.)(maintenance services and plant operations employees)	73
Ottawa - Carleton Regional Transit Commission, Ottawa	Transit Union (AFL-CIO/CLC)(bus operators, etc.)	70
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	74
Peel Regional Board of Commissioners of Police	Peel Regional Police Assn. (Ind.)(uniformed officers and cadets)	84
Peterborough Civic Hospital	Canadian Union of Public Employees (CLC)	77
Philco-Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	63
Robertshaw Controls (Canada) Limited, Toronto	Electrical Workers (UE)(CLC)	68
Simcoe County Board of Education	Canadian Union of Public Employees (CLC)(maintenance, services and plant operations)	75
SKF Canada Limited, Scarborough	Machinists (AFL-CIO/CLC)	57
Sklar Furniture Ltd., Whitby and Ajax	Upholsterers (AFL-CIO/CLC)	56
Standard - Modern Tool Company Limited, Toronto	Steelworkers (AFL-CIO/CLC)	58
Stormont, Dundas and Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	76

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TEXTILE

The Dobbie Industries Limited, Worsted Division at Cambridge - Local 1740,
Clothing and Textile Workers Union (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1977 to December 31, 1978, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
	General Increases	8%	6%
	Skein Winder	\$3.51 (\$3.25)	\$3.72
	Machinist Class 1	\$5.86 (\$5.43)	\$6.21

Paid Vacation: Effective January 1, 1978, 3 weeks and 7% (6%) vacation pay after 10 years' service, 4 weeks and 9% (8%) vacation pay after 20 years and 5 weeks and 10% vacation pay after 25 years (new).

Health and Welfare: Life Insurance and OHIP - Effective on the date of ratification, employer pays full premiums (new) for employees with 6 months' service who are off work on Weekly Indemnity or Workmen's Compensation, to a maximum of 12 months.

WOOD

Levesque Plywood Limited at Hearst - Local 2995, Carpenters (AFL-CIO/CLC):
A 24-month renewal agreement effective from June 1, 1976 to May 31, 1978, covering 275 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/76</u>	<u>Feb. 26/77</u>	<u>June 1/77</u>
	General Increases	55¢		45¢
	Skilled Trades Adjustments		30¢ for Class A tradesmen; 11¢ for Class B tradesmen	
	General Labour	\$5.20 (\$4.65)		\$5.65
	Electrician Class A	\$6.65 (\$6.10)	\$6.95	\$7.40

Paid Holidays: 1 floating day is added for a total of 12 (11) days.

Health and Welfare: Weekly Indemnity Plan - Effective as soon as possible after ratification, maximum benefit is \$147 (\$140) per week.

FURNITURE AND FIXTURE

Sklar Furniture Ltd. at Whitby and Ajax - Local 50, Upholsterers' International

Union of North America (AFL-CIO/CLC): A 12-month renewal agreement effective from Mar. 1, 1977 to Feb. 28, 1978, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Holdback: 5¢ of the 27¢ general increase shown below is to be held in trust pending AIB approval.

Wages:	Effective	<u>Mar. 1/77</u>
	General Increase	27¢
	Training Rate	\$3.84 (\$3.57)
	Maintenance, Product Engineer	\$6.05 (\$5.78)

Cost of Living Allowance: 30¢ per hour will continue as a float throughout this agreement. COLA provision is now inoperative.

Holiday Pay: The 30¢ COLA float will now be included in calculations.

Health and Welfare: Dental Plan (new) - Effective May 1, 1977, a comprehensive dental plan including periodontal and endodontic coverage will be available to all employees with at least 1 year of service. The plan will be based on the Ontario Dental Association 1976 schedule of fees and the employer will pay 100% of the premiums.

Drug Plan - Plan pays 100% (80%) of costs after deductibles of \$15 per year single and \$25 family coverage.

Pension Plan: Basic Benefit - \$4 (\$3.50) per month per year of service, both past and future. The change is also applicable to present retirees.

MACHINERY

Canada Machinery Corporation Limited at Cambridge and Kitchener - Locals

2905 and 5599, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1976 to October 31, 1978, covering 225 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 1/76</u>	<u>Nov. 1/77</u>
	General Increases	48¢*	46¢
	COLA Fold-in	21¢	
	Labourer	\$5.60 (\$4.91)	\$6.06
	Machinist I	\$7.14 (\$6.45)	\$7.60

* Note: 8¢ of this increase is being withheld pending Anti-Inflation Board approval.

Cost of Living Provision: Inoperative.

Shift Premiums: 0 - 45¢ - 50¢ (0 - 36¢ - 46¢).

Pension Plan: \$7.00 (\$5.25) per month per year of service for all years of service.

Safety Shoe Allowance: \$20 (\$17.50) per year.

Safety Prescription Glasses: Employer contributes up to \$30 (\$20) for single vision glasses and \$40 (\$30) for bifocal or trifocal glasses for first prescribed pair.

SKF Canada Limited at Scarborough - Local 901, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from November 15, 1976 to November 14, 1978, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 15/76</u>	<u>Nov. 15/77</u>
	General Increases	40¢	6.5% (See Wage Re-opener below)
	Additional Adjustments	Classification deletions, additions and rate revisions	
	Cleaner	\$4.87 - \$5.17 (\$4.47 - \$4.77)	\$5.19 - \$5.51
	Electronic Electrician	\$7.05 - \$7.40 (\$6.23 - \$6.58)	\$7.51 - \$7.88

Probationary period is 90 worked days. Maximum rates for Cleaner reached after one 30-day, one 60-day and one 90-day increase and, thereafter, on merit. Maximum rates for Electronic Electrician reached on merit.

Wage Reopener: In the second year of the agreement, if the Anti-Inflation Act is amended so as to permit a larger wage increase than that negotiated for November 15, 1977, the wage schedule will be reopened in order to negotiate a supplementary wage adjustment.

Cost-of-Living Provision: Inoperative, as in previous agreement.

Shift Premium: Effective February 27, 1977, 0-20¢-25¢ (0-15¢-20¢).

Health and Welfare: Life Insurance - Effective February 27, 1977, \$20,000 (\$10,000) coverage.

Pension Plan: Basic Benefit - \$7.00 (\$6.00) per month for each year of participating membership from age 40, plus \$4.50 per month for each year of eligible pensionable service between the ages of 30 and 40. Improvement is applicable to all retirees since November 15, 1976.

Existing pensioners as at November 15, 1976 receive an additional \$10 per month.

Safety Shoe Allowance: Effective February 27, 1977, up to \$25 per year. (Previously, employer provided one pair of safety footwear per year, with certain listed classifications receiving more than one pair per year.)

Prescription Safety Glasses: Effective February 27, 1977, \$25 (\$20) once per year.

Standard-Modern Tool Company Limited at Toronto - Local 3252, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	73¢
	Labourer-Sweeper	\$5.84 (\$5.11)
	Tool Die & Mould Maker	\$7.33-\$7.86 (\$6.60-\$7.13)

Probationary period is 45 (60) working days. Tool Die & Mould Maker progresses through his wage range with one 12-month increase and merit increases thereafter.

Note: Previous rates reflect a 19-cent COLA fold-in effective in October of 1976. Wage rates were also amended during the term of the previous agreement prior to the fold-in.

Cost-of-Living Allowance: 1¢ per hour for each full .3(.4) increase in the Consumer Price Index for Toronto (1961=100), to be paid quarterly.

Shift Premium: 0-5%-7% (0-20¢-25¢).

Paid Holidays: Easter Monday is added for a total of 12(11) days.

Paid Vacation: 4 weeks and 8% vacation pay after 12(15) years' service.

Health and Welfare: Life Insurance - Effective in the week next following ratification \$20,000 (\$10,000) coverage for employees, \$3,000 (\$1,500) coverage for their spouses and \$1,500 (\$750) coverage for each of their dependent children.

A.D. & D. - Effective in the week next following ratification, \$20,000 (\$10,000) coverage.

Weekly Indemnity Plan - Effective in the week next following ratification, benefits equal 66 2/3% of employee's day rate, including COLA allowance in effect at the time of the absence. (Previously, a flat \$133 per week.)

Major Medical - Effective in the week next following ratification, improvement in services covered by the Plan. Deductibles are reduced to \$10/\$20 (previously, \$25/\$50).

Dental Plan - Effective in the week next following ratification, improvement in services covered by the Plan. Payments will be based on the 1976 (1975) Ontario Dental Association schedule of fees.

Mileage Allowance: 20¢ (14¢) per mile.

Reporting Allowance: In cases where interruptions to plant facilities beyond the control of the Company create a work stoppage in complete departments, employees receive a minimum of 4(1) hours' re-reporting pay or balance of shift, whichever is the lesser.

Safety Shoe Allowance: \$25 (new) per year to employees required to wear safety shoes.

TRANSPORTATION EQUIPMENT

American Motors (Canada) Ltd. at Brampton - Local 1285, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (production and maintenance): A 12-month renewal agreement effective from Sept. 16, 1976 to Sept. 15, 1977, covering 1,125 employees, settled at the post conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Feb. 21/77</u>
	General Increase	3%
	Assembler-D	\$5.40-\$5.60 (\$5.24-\$5.44)
	Toolmaker	\$7.00-\$7.20 (\$6.79-\$6.99)

Cost of Living Allowance: At the time of settlement, an allowance of \$1.14 had accumulated under the previous agreement. This amount will apply for the period from Sept. 16, 1976 to the date of ratification. An allowance of \$1.37 will apply for the period following ratification.

Effective June 6, 1977, an adjustment for the period February, March and April, 1977 will be made, if warranted, on the basis of 1¢ for each .3 change in the Combined U.S. - Canada Consumer Price Index (1967=100), and quarterly adjustments thereafter.

Health and Welfare: Prescription Drugs - Effective Jan. 1, 1977, the Ontario Drug Benefit Plan will pay for certain prescribed drugs

for those over 65 rather than the contracted Green Shield Plan, thus eliminating the 35¢ deductible.

Payment of Hospital-Surgical, Medical, Drug and Dental coverage will
Premiums During be continued without employee contribution. Maintenance of
Leave for coverage for Life Insurance, A.D. & D., Survivor Income,
Union Business: Accident and Sickness and Extended Disability will be
maintained provided the employee pays the premiums. If
the union leave is for the purpose of the International Union,
Life, A.D. & D. and Survivor Income may be maintained by
the employee paying 50¢ per \$1,000 of life insurance in force
when the leave commenced. (Previously, coverage during
union leave only provided for maintenance of a limited
number of plans, and all at the expense of the employee.)

Champion Spark Plug Company of Canada, Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from February 1, 1977 to January 31, 1980, covering 353 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/77	Feb. 1/78	Feb. 1/79
General Increases		3% plus 11¢	3%	3%
Skilled Trades Adjustments		20¢	10¢	
COLA Fold-in		\$1.26		
General Labour (Light)		\$6.73 (\$5.20)	\$6.93	\$7.14
Electrician		\$8.365 (\$6.64)	\$8.716	\$8.977

Cost-of-Living Allowance: \$1.26 of the \$1.31 accumulated under the previous agreement has been incorporated into the wage structure, leaving 5¢ as a float. The new agreement provides for an allowance of 1¢ per hour per 0.3 change in the U.S. - Canadian Consumer Price Index, as calculated quarterly.

Shift Premiums: 0-30¢-40¢ (0-22¢-27¢).

Paid Holidays: Each eligible employee (those with one year of seniority) will receive 4 paid personal holidays in 1978 and 5 paid personal holidays in 1979; in addition there will be 1 paid Sunday in July of each year for a total of 12 paid personal holidays.

Health and Welfare: Life Insurance, A.D. & D., Weekly Indemnity Plan and Long Term Disability Plan - The benefit levels for these plans increase due to first-year wage increases, COLA fold-in and gains in the benefit schedule.

Family Vision Care - Effective February 1, 1978, employer pays 100% of cost of plan for active employees, retirees, surviving spouses and eligible dependents which provides various improved benefits depending on type of care required and on type of facilities used.

Dental Plan - Effective February 1, 1977, Ontario Dental Association current (previously, 1973) schedule of fees. Coverage for dental x-rays, extractions, oral surgery fillings and other services increased to 90% (85%) of cost. The maximum lifetime orthodontic coverage is \$650 (\$500).

Dental Plan for Retirees - Effective February 1, 1977, the plan outlined above is extended to all retirees and to surviving spouses and eligible dependents.

Hearing Aid Expense Benefit - Effective February 1, 1978, employer pays 100% (new) of the cost of hearing aids, fittings and servicing for eligible employees, their dependents, retirees, surviving spouses and their dependents.

Pension Plan: Inflation Protection for Retirees and Surviving Spouses - Effective January 1, 1978, a lump sum payment of \$600 (new) for present retirees and 55% of \$600 for surviving spouses. The payment will be paid for by a temporary diversion of COLA money, by deducting 1¢ per quarter for each of 6 quarters beginning in June, 1977.

Early Retirement - Full earned pension benefits for employees with 30 or more years of service. (Previously, age qualification of 55.)

Kelsey-Hayes Canada Ltd. at Windsor - Local 195, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 37-month renewal agreement effective from Dec. 15, 1976 to Jan. 15, 1980, covering 770 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:

Effective	<u>Dec. 19/76*</u>	<u>Oct. 1/77*</u>	<u>Dec. 18/77</u>	<u>Dec. 17/78</u>
General Increases	3% plus 17¢	3¢	3%	3%
COLA Fold-in	\$1.06			
Skilled Trades Adjustments	15¢		10¢	
Labourer	\$6.55 (\$5.16)	\$6.58	\$6.78	\$6.98
Electrician "A"	\$8.05 (\$6.48)	\$8.08	\$8.42	\$8.67

*The general increase scheduled for Dec. 19, 1976 is 3% plus 20¢. However, 3¢ is to be diverted for a period of approximately 9 months to finance a special lump sum payment for retirees and surviving spouses. The 3¢ is to be restored, approximately, Oct. 1, 1977.

Cost of Living Allowance: \$1.11 was generated under the previous agreement. Following the application of the first scheduled general increase, \$1.06 of the allowance will be incorporated into the wage structure, leaving a 5¢ float.

The new agreement provides for a 1¢ increase for each .3 (.4) increase in the Consumer Price Index 1971=100 (1961=100), calculated quarterly throughout.

Shift Premium: 0-30¢-40¢ (0-20¢-25¢).

Paid Holidays: 10 days, to be designated as personal paid holidays, have been included for a total of 53 days over the life of the agreement. (Previously, 43 days over the 36-month agreement and no personal paid holidays.)

Health and Welfare:	<u>Life Insurance</u>	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>
		\$13,500	\$14,000	\$14,500
		(\$10,500)		

Present retirees with coverage currently below \$2,000 will have their coverage increased by up to \$500, to a maximum of \$2,000.

Employees retiring after Dec. 15, 1976 with 10 or more years of credited service will have coverage as follows: 10 to 20 years - \$2,500 (\$2,000), 20 to 25 years - \$3,000 (\$2,500) and 25 years or more - \$3,500 (\$3,000).

<u>A.D. & D.</u>	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>
	\$6,750	\$7,000	\$7,250
	(\$5,250)		
<u>Weekly Indemnity</u>	\$150	\$155	\$160
	(\$130)		
<u>Extended Disability</u>	\$465/month	\$490	\$515
	(\$365)		

Extended Health Care (new) - Effective Jan. 1, 1978, a no-deduction plan including eyeglass and hearing aid coverage will be introduced for active employees, retirees and surviving spouses. The employer will pay 100% of the premium.

Dental Plan - Lifetime orthodontic coverage extended to \$650 (\$500). The \$25 single and \$50 family deductibles were eliminated during the course of the previous agreement.

Effective Jan. 1, 1977, pensioners will be covered by the plan.

Pension Plan: Early Retirement - Employees with 30 or more years of service may retire at any age with full earned pension benefits. (Previously, employees retiring before age 55 had benefits reduced.)

Surviving Spouse Basic Benefit - Effective Feb. 1, 1977, 60% (55%) of retiree's pension.

Transition Survivor Income Benefit - Effective Feb. 7, 1977, \$250-\$275 (\$200-\$225) per month.

Bridge Survivor Income Benefit - Effective Feb. 7, 1977, \$250-\$275 (\$200-\$225).

Inflation Protection for Retirees and Surviving Spouses (new) - Employees who have retired before Dec. 15, 1976 will receive a bonus payment before Christmas 1977 ranging between \$200 and \$600, according to service, for retirees and between \$110 and \$330 for surviving spouses.

Supplementary Unemployment Benefit Plan: SUB Fund/Employer Contribution - Effective for the first year of the agreement, 10¢-20¢ (7¢-11¢); effective the second year, 11¢-21¢; and effective the third year, 12¢-22¢.

Maximum Regular Benefit - 95% of regular earnings after tax, less deduction factor of \$12 (\$7.50).

Extended Coverage - Effective Mar. 1, 1977, employees with 10 or more years of service will have coverage through a new Guaranteed Benefit Account which will provide benefits if the regular SUB fund becomes exhausted. The GBA will be funded at an amount equal to \$200 per covered employee.

Safety Shoe Allowance (new): \$15 per year.

Theft Insurance: \$400 (\$300) coverage.

Tradesmen Certificates: Annual fees required for certification of trades will be covered by the employer (new).

Apprentice Tool Allowance: \$400 (\$300).

Apprentice Textbook Allowance (new): The employer will pay for approved textbooks.

ELECTRICAL PRODUCTS

Philco-Ford of Canada Ltd. at Toronto - Local 2113, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 19, 1976 to Nov. 18, 1978, covering 510 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Holdback: 3¢ of the 25¢ and 14¢ of the 35¢ scheduled increases shown below will be held in trust pending approval by the Anti-Inflation Board.

Wages:	Effective	Nov. 19/76	Nov. 19/77
General Increases		25¢	35¢
Job Level 1 (Light Assembler)		\$4.29-\$4.52 (\$4.04-\$4.27)	\$4.64-\$4.87
Job Level 20 (Electrician)		\$6.44-\$7.03 (\$6.19-\$6.78)	\$6.79-\$7.38

Cost of Living Allowance: The formula is to remain dormant during this agreement.

Shift Premium: 0-22¢-22¢ (0-20¢-20¢).

Vacation Entitlement: Service eligibility determination date for 3, 4 or 5 weeks of paid vacation has been advanced 6 months, to December 31 of each year.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000-\$14,500 (\$7,500-\$12,000).

Weekly Indemnity - Effective Jan. 1, 1977, \$147 (\$133).
Unemployment Insurance Commission minimum will continue to be followed.

Dental Plan (new) - Coverage of basic preventative, periodontal, endodontic and surgical services for employees and dependents. Employer pays 100% of the premiums.

Meal Allowance: \$2.75 (\$2.25).

Employer-Paid Union Representative (new): A full-time union representative will have his salary paid by the employer.

Canadian General Electric Company Limited at Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton - Locals 507, 508, 509, 515, 516, 519, 524, 526, 533, 534, 537, 541 and 545, United Electrical, Radio and Machine Workers of America (CLC) (plant employees): A 12-month renewal agreement effective from Dec. 24, 1976 to Dec. 23, 1977, covering 6,400 employees, settled at the mediation stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 24/76</u>
	Increase *	40¢-58¢
	Adjustment (Rates below labour rate)	4¢
	Labourer	\$5.675 (\$5.275)
	Tool & Die Maker 1st Class	\$7.754 (\$7.174)

*The increases and rates reported apply to all locations except Trenton which remains below parity. Increases at Trenton range from 43¢ to 60¢ per hour.

Health and Welfare: Weekly Indemnity - Remains at 66 2/3% of regular earnings to a maximum of \$147 (\$133) per week.

Extended Health Care - No ceiling on coverage (\$40,000 individual lifetime maximum).

Basic Medical Insurance Plan - Coverage for private hospital rooms, if medically required, has been included.

Drug Plan - Effective July, 1977, the employee pays the first dollar of each prescription filled and the plan pays the remainder. (Previously, 85% co-insurance with \$10 single and \$20 family deductible.)

Survivor Medical Benefits - Coverage for surviving dependents will be extended to 1 year (31 days).

Medical Plan Outside Canada - Due to higher prevailing cost, coverage for necessary medical treatment outside Canada will be provided to a maximum of twice the amount paid by provincial medicare for comparable treatment in Ontario (new).

Pension Plan: Optional Early Retirement - Retirement with full pension at age 62 (unchanged). Benefits are actuarially reduced for optional early retirement at age 60 or 61 by $\frac{1}{2}\%$ ($\frac{1}{2}\%$) for each month that early retirement precedes age 62.

Supplemental Payments - Employees retiring with only 11, 12 or 13 years of service will have their monthly benefits increased to \$65, \$70 and \$75 (\$20, \$40 and \$60) respectively.

Canadian General Electric Company Limited at Peterborough, Toronto and Scarborough - Local 166, Technical Engineers (AFL-CIO/CLC) (methods, wage rate and senior cost technicians): Three 12-month renewal agreements effective from December 25, 1976 to December 24, 1977, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Dec. 25/76
	General Increase	8%
	Job Class 1	\$273.80 (\$251.90)
	Job Class 6	\$378.42 (\$348.15)

The remaining monetary changes in this settlement are similar to those reported in the Canadian General Electric Company settlement above.

PETROLEUM AND COAL PRODUCTS

Gulf Oil Canada Limited, Clarkson Refinery at Mississauga - Local 9-593, Oil Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from February 1, 1977 to January 31, 1978, covering 395 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	Feb. 1/77
	General Increase	8%*
	Additional Adjustments	20¢ for Mechanic #1; 29¢ for Lab Technician #1*

	<u>Feb. 1/77</u>
Labourer	\$6.26 (\$5.80)
Mechanic #1	\$9.02 (\$8.17)
Master Operator	\$9.88 (\$9.15)

Previous rates for Mechanic #1 and Lab Technician #1 reflect a roll-back of 18¢ and 27¢, respectively, during the term of the previous agreement.

*Note: Increase is subject to approval by the Anti-Inflation Board.

Shift Premium: 0-33¢-58¢ (0-31¢-54¢).

Meal Allowance: \$3.00 (\$1.50).

CHEMICAL AND CHEMICAL PRODUCTS

Allied Chemical Canada, Ltd. at Amherstburg - Local 89, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (production empls.): A 21-month renewal agreement effective from Feb. 2, 1977 to Oct. 31, 1978, covering 500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Nov. 1/76</u>	<u>Jan. 1/77</u>	<u>Nov. 1/77</u>
	General Increases	6%		3%
	COLA Fold-in		96¢	
	Labour Grade 2 (includes General Labour)	\$6.56 (\$6.19)	\$7.52	\$7.75
	Labour Grade 9 (includes Electrician with Ont. M. & C. licence)	\$7.46 (\$7.04)	\$8.42	\$8.67

Cost of Living Allowance: An allowance of \$1.01 was generated under the previous agreement. Of that amount, 96¢ is to be folded into the wage structure on Jan. 1, 1977, leaving a 5¢ float.

The new agreement provides for a 1¢ increase for each .3 (.4) increase in the Consumer Price Index 1971=100 (1961=100), calculated quarterly throughout.

Shift Premiums: Effective Nov. 1, 1976, 0-30¢-44¢ (0-27¢-39¢); effective Nov. 1, 1977, 0-32¢-47¢.

Holiday Premium Pay: Double time for the first 8 hours worked and triple time for additional hours (double time for all hours worked).

Paid Holidays: The second Monday in May has been added for a total of 14.

Health and Welfare: Life Insurance - Effective Mar. 1, 1977, \$12,500 (\$10,500) and, effective Nov. 1, 1977, \$14,500.

Sickness and Accident Plan - Effective Mar. 1, 1977, \$170 (\$145) per week and, effective Nov. 1, 1977, \$180.

Dental Plan (new) - Coverage will become effective Nov. 1, 1977 and is to be paid for by diverting 2¢ from the cost of living allowance each quarter for a total of 8¢ in the course of a year. If the derived revenue falls short of the funding required, the employer will contribute the difference.

Pension Plan: Basic Formula - 1.2% (1.1%) of best 5 of last 10 years worked times years of service.

Minimum Pension - \$10 (\$7.75) per month per year of service.

Bereavement Leave: 3 (1) days' paid leave in the event of death of a grandparent.

Meal Allowance: Effective the first year, \$3 (\$2.50); effective Nov. 1, 1977, \$3.50.

Safety Shoe Allowance: Up to \$30 towards 1 pair per year (\$10).

Cyanamid of Canada Limited (Welland Plant) at Niagara Falls - Local 21, Canadian Chemical Workers (Ind.): A 12-month first agreement effective from November 16, 1976 to November 15, 1977, covering 420 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Nov. 16/76</u>
	General Increase	8.06%
	Sweeper	\$5.27 (\$4.88)
	Millwright	\$6.78 (\$6.27)
Shift Premium:	0-23¢-27¢ (0-21¢-25¢).	
Sunday Premium:	80¢ (74¢) per hour.	

MISCELLANEOUS MANUFACTURING

ITT Canada Limited, Communications and Controls & Instruments Divisions at Guelph

Local 6340, Steelworkers (AFL-CIO/CLC): A 20½-month renewal agreement effective from February 19, 1977 to November 1, 1978, covering 229 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Nov. 1/76	Nov. 1/77
	Increases	31¢-55¢*	27¢
	Level 1 (includes Packer)	\$3.79-\$4.06 (\$3.48-\$3.73)	\$4.06-\$4.33
	Level 10 (includes Toolmaker)	\$6.20-\$6.60 (\$5.69-\$6.05)	\$6.47-\$6.87

Probationary period is 45 working days. Maximum rates reached after 6 months.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Health and Welfare: Dental Plan - Coverage based on Ontario Dental Association 1976 (1) schedule of fees.

Robertshaw Controls (Canada) Limited at Toronto - Local 512, Electrical Workers (UE)(CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 216 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

Wages: Full retroactivity to January 1, 1977 for all employees on the payroll as of February 24, 1977.

Effective	Feb. 28/77
Increase	41¢ for Maintenance I, Electrician (Qualified) and Tool and Die Maker I and II; 31¢ for all other classifications
Assembly II	\$3.82 - \$4.07 (\$3.51 - \$3.76)
Assembly I	\$4.52 - \$4.77 (\$4.21 - \$4.46)
Electrician (Qualified)	\$7.13 - \$7.38 (\$6.72 - \$6.97)

Probationary period is 2 calendar months. Maximum rates reached after one 2-month and one 6-month increase.

Shift Premium: Effective February 28, 1977, 0-17¢-17¢ (0-15¢-15¢).

Health and Welfare: Life Insurance - \$6,000 coverage. (Previously, \$3,500 for Assembly II, Repair II, Inspector II and Janitor II and \$6,000 for all other classifications.)

Weekly Indemnity Plan - Effective as soon as possible after ratification, benefits increase to \$85 (\$75) per week.

Meal Allowance: Employees required to work 2½ hours or more of overtime following their normal shift, without notice on or before the previous day, receive a \$2.00 allowance as supper money (new).

FORESTRY

Eddy Forest Products Limited (Forestry Division) at Espanola - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1976 to August 31, 1978, covering 450 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
	COLA	64¢	
	Fold-in		
	General Increases	58¢	50¢
	Skilled Trades Adjustment	25¢	
	Labourer	\$7.13 (\$5.91)	\$7.63
	Electrician	\$8.97 (\$7.50)	\$9.47
	Mechanic, Class 'A'-1	\$9.22 (\$7.75)	\$9.72

Cost-of-Living Provision: Discontinued.

Shift Premium: Effective September 1, 1977, 0-24¢-27¢ (0-22¢-25¢).

Bereavement Leave: Brother-in-law and sister-in-law included in up to 3 days' paid leave.

Health and Welfare: OHIP, Semi-Private Hospital Care Plan and Blue Cross Drug Plan - Employer pays \$17.84 (\$12.84) per month for single employees and \$36.13 (\$26.13) per month for married employees.

Commuting Allowance: Effective September 1, 1976, \$4.32 (\$4.00) per day in lieu of board and lodging in camp. Effective September 1, 1977, \$4.58 per day.

Mileage Allowance: 18¢ (16¢) per mile for employees using their own vehicles.

Safety Shoe Allowance: Employee may purchase safety shoes from the employer at \$4.00 below cost price (new).

TRANSPORTATION

Ottawa-Carleton Regional Transit Commission at Ottawa - Division 279,
Amalgamated Transit Union (AFL-CIO/CLC) (bus operators, etc.):
 A 12-month renewal agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 1,320 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	7.45%
	Operator	\$7.11 (\$6.62)
	Mechanic B	\$7.98 (\$7.43)

Paid Vacation: 3 weeks after 1 (3) year(s) of service, 4 weeks after 10 (12) years, 5 weeks after 20 years and 6 weeks after 30 years (both unchanged).

Health and Welfare: Sick Benefit Plan - \$37 (\$35) per day and \$185 (\$175) per week. Increase in benefits reflects the general wage increase.

Clothing: The Commission will supply couriers and helpers with a thermal coat to be worn for a minimum of three years (new).

Safety Shoe Allowance: \$22 (\$20) per year.

Tool Allowance: One-half the cost of necessary tools, up to a maximum of \$50 (\$42.50) per year.

COMMUNICATION

Bell Canada, Newfoundland, Québec, Ontario and Northwest Territories -
Communications Workers of Canada (CLC) (craft and service
employees): A 22-month renewal agreement effective from Feb. 4, 1977 to Nov. 30, 1978, covering 13,000 employees, settled at the conciliation board stage. Duration of negotiations - 17 months.

Wages:	Effective	<u>Feb. 13/77</u>	<u>Dec. 1/77</u>
	General Increases	22.46%	Reopener
	<u>Weekly Rates</u>		
	<u>Zone A</u>		
	<u>Montreal & Toronto</u>		
	Elevator Dispatcher	\$124.90-\$162.55 (\$102.00-\$132.75)	

	<u>Feb. 13/77</u>	<u>Dec. 1/77</u>
Painter	\$153.10-\$267.90 (\$125.00-\$218.75)	Reopener
Telephone Craftsman	\$170.85-\$285.35 (\$139.50-\$233.00)	

Retroactivity: Lump sum payment equal to the sum of (a) 12.35% of total earnings during the period Dec. 1, 1975 to Dec. 31, 1976 and (b) 22.46% of total earnings during the period Jan. 1, 1977 to Feb. 12, 1977. This is equivalent to wage increases of 12.35%, Dec. 1, 1975, and 9%, Jan. 1, 1977.

Pending Anti-Inflation Board approval, 9.9% has been implemented, effective Dec. 1, 1975, and 6.7%, effective Dec. 1, 1976.

Travel Allowance: Ranges from \$3 to \$12 (\$2 to \$5) per day, according to distance from reporting centre.

Northern Allowance: Category A - (North of 55th parallel) - Single or family plan, \$100 (\$75) per week; local plan, \$45 (\$35) per week.

Category B - (South of 55th parallel) - Single or family plan, \$85 (\$60) per week; local plan, \$35 (\$25) per week.

ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 380 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	9.5%
	Job Level 201 (Office Messenger)	\$3.76 - \$4.31 (\$3.43 - \$3.94)
	Job Level 101 (includes Handyman)	\$5.00 - \$5.33 (\$4.57 - \$4.87)
	Job Level 107 (includes Electrician)	\$6.33 - \$7.94 (\$5.78 - \$7.25)
	Job Level 212 (includes Engineering Technician)	\$8.10 - \$9.73 (\$7.40 - \$8.89)

Probationary period is 6 months. Maximum rates for Handyman reached after 3 months, for Office Messenger after 6 months and for Electrician and Engineering Technician after 42 months.

Saturday and Sunday Shift Premiums: For all hours worked on scheduled shifts on Saturday and Sunday, 20¢ (13¢) per hour is added to the Monday-Friday afternoon and evening shift bonus of 23¢ per hour.

Standby Pay:	\$44 (\$40) per seven-day week plus an additional \$5 (new) for each paid holiday on standby within the week.
Paid Vacation:	4 weeks after 12 (14) years' service, 4 weeks plus 1 day after 16 (20) years, 4 weeks plus 2 days after 17 (21) years, 4 weeks plus 3 days after 18 (22) years, 4 weeks plus 4 days after 19 (23) years and 5 weeks after 20 (24) years.
Pension Plan:	Supplementary pension provided so that the total from OMERS and any approved pension plan under the Municipal Act equals 2% (1 3/4%) of each covered employee's best 5 years' average salary, multiplied by years of service, to a maximum of 35 years.
Safety Shoe Allowance:	\$22 (\$20) per year. \$33 (\$30) per year to Leading Linemen, Linemen "A" and "B" and Tree Trimmers.

EDUCATION AND RELATED SERVICES

Frontenac County Board of Education - Local 1480, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase	40¢ - 58¢
	Cafeteria Assistant	\$4.33 (\$3.93)
	Electrician	\$7.35 (\$6.77)
Cost-of-Living Allowance:	Cost-of-living allowance of \$5.00 per 0.1 increase in the Consumer Price Index - Ottawa (1971=100) after an 11.7 point increase above the November 1976 base, payable semi-annually. (Previously, \$5.00 per 0.1 increase in the CPI - Ottawa (1961=100) after a 5.0 point increase.)	
Hours of Work:	Effective in July and August, where scheduling permits, 4-day, 36-hour (5-day, 40-hour) week with no reduction in weekly salary.	

Lincoln County Board of Education - Local 1442, Canadian Union of Public Employees (CLC) (office and technical employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 218 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	7.5%
	<u>Bi-weekly Salaries</u>	
	Level 1 (Mail Clerk)	\$268 - \$321 (\$249 - \$299)

Jan. 1/77

Level 9 (Architectural Technologist)	\$545 - \$726 (\$507 - \$675)
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Probationary period is 3 months. Maximum rates for Level 1 reached after 3 annual increases and, for Level 9, after 5 annual increases.

Paid Vacation: 5 weeks after 20 (22) years' service.

Personal Leave: Employer may grant up to 2 days' paid leave to an employee in the event of matters of serious personal consequence in the immediate family (new).

Health and Welfare: Dental Plan - Payments are based on the 1976 (1975) fee schedule.

Ottawa Board of Education - Ottawa Board of Education Employees' Association (Ind.) (maintenance services and plant operations employees): A 12-month renewal agreement effective from Feb. 1, 1977 to Jan. 31, 1978, covering 900 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 28/77</u>
	General Increase	7.1%
	Kitchen Assistant	\$3.47 (\$3.24)
	Full-time Caretaker (after probation)	\$4.86 (\$4.54)
	Electrician (Mtce. Cat. 1)	\$7.40 (\$6.91)

NOTE: Previous rates shown above reflect the adjustments made to conform with the Anti-Inflation Board's ruling to roll back the wage increase for the 1976-77 contract from 11% to 8%.

Lump Sum Payment: In lieu of retroactivity, full-time employees receive \$35 for each pay period worked from Jan. 1, 1977 up to Mar. 28, 1977 and part-time employees receive pro-rated payments.

Saturday Premium (new): 20¢ per hour.

Classroom Allowance: Chief Custodians receive \$55 (\$54) annually for each classroom in use above 5, including lunchrooms, gymnasiums and portable classrooms.

Clothing: Cafeteria workers will be provided with 3 smocks per year (new).

Safety Committee (new): A Safety Committee comprising 3 representatives from both the Employer and the Union will be established to meet at the request of either party.

Ottawa Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des enseignants franco-ontariens (OTF): A 24-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1978, covering 1,090 employees, settled at the mediation stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
	COLA Fold-in	\$525	
	General Increases	9%	7.2%
	<u>Annual Rates</u>		
	Teacher-Level 1 (0-6 years' experience)	\$8,820-\$12,300 (\$7,570-\$10,760)	\$9,460-\$13,190
	Teacher-Level 4 (0-12 years' experience)	\$11,690-\$20,200 (\$10,200-\$18,010)	\$12,530-\$21,650
	Teacher-Level 7 (0-15 years' experience)	\$14,240-\$25,030 (\$12,540-\$22,440)	\$15,270-\$26,830

Cost of Living Allowance: Discontinued.

Responsibility Allowances:	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
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Principals

In schools of:

10 or fewer teachers	\$3,875 (\$3,675)	\$4,155
11-14 teachers	\$4,400 (\$4,200)	\$4,715
15-19 teachers	\$4,925 (\$4,725)	\$5,280
20-25 teachers	\$5,450 (\$5,250)	\$5,840
26-32 teachers	\$5,975 (\$5,775)	\$6,405
33-39 teachers	\$6,500 (\$6,300)	\$6,970
40 or more teachers	\$7,025 (\$6,825)	\$7,530

Substitute Principals \$ 400 (unchanged) \$ 430

Coordinators \$3,875 (\$3,675) \$4,155

Consultants \$1,410 (\$1,260) \$1,510

Health and Welfare: Group Life Insurance - Effective Sept. 1, 1977, employer pays 60% (50%) of premium costs. Effective Jan. 1, 1978, coverage will be increased to \$25,000 (\$20,000).

OHIP, QHIP (new), and Ontario or Québec Blue Cross Extended Health Care Plan or equivalent - Effective Sept. 1, 1977, employer contributes 80% (75%) of premium costs.

Ontario or Québec Blue Cross Dental Plan #7 or equivalent - Effective Sept. 1, 1977, employer pays 60% (50%) of premium costs.

Sick Leave - 250 (225) days maximum accumulation.

Maternity Leave: Leave of absence of 17 (12) weeks. The teacher is entitled to begin her leave of absence at any time within 11 (6) weeks before the expected date of birth, and is entitled to a fixed minimum post-natal leave of 6 weeks (unchanged) after the actual date of birth or ending after no more than 17 weeks from the beginning of the leave, whichever is the later.

Protection of Teachers (new): The Board's comprehensive liability insurance, in the amount of \$3 million, will cover the teachers as additional named insured and will contain a cross liability endorsement.

Each teacher will be protected from loss of salary and any benefits covered by the Agreement because of his attendance at court as a result of action related to the exercise of his duties, provided the teacher is in the employ of the Board at the time of the proceedings.

Simcoe County Board of Education - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 345 employees, settled at the conciliation officer stage. Duration of negotiations - 3½ months.

Wages: Full retroactivity on wages to January 1, 1977 for present employees.

Effective Feb. 20/77

General Increase 6%

Cleaner \$3.40 - \$3.91
(\$3.21 - \$3.69)

Electrician \$5.86 - \$6.38
(\$5.53 - \$6.02)

Probationary period is 3 months. Maximum rates for Cleaner reached after one 3-month, one 9-month and one 12-month increase. Maximum rates for Electrician reached after one 3-month and one 9-month increase.

Call-back Pay: Minimum of 3(2) hours' pay at overtime rates or pay for all hours worked at overtime rates (previously, applicable hourly rate), whichever is greater.

Premium Payment: \$2.00 (new) per day for Bus Drivers on a regular noon-hour kindergarten run.

Bereavement Leave: Common-law spouse is included in up to 3 days' paid leave.
Brother-in-law and sister-in-law are included in 1 day's paid leave.

Mileage Allowance: 19¢ (18¢) per mile, or such greater amount as may be paid by the Board to other employees. If the employee is required to use his car for heavy hauling, then he receives an additional 2¢ (unchanged) per mile.

Stormont, Dundas and Glengarry County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	10%
	Teacher D 0-5 years	\$8,380-\$11,580 (\$7,620-\$10,540)
	Teacher A4 0-11 years	\$13,410-\$24,440 (\$12,190-\$22,210)
Responsibility Allowance:	Principal - \$1,600 (\$1,500) plus \$325 (\$320) per teacher, per annum. Calculated to the nearest tenth, to a maximum of 16 teachers.	

University of Windsor - Local 210, Service Employees (AFL-CIO/CLC)(clerical, secretarial and office employees): A 15-month first agreement effective from February 1, 1977 to April 30, 1978, covering 335 employees, settled at the conciliation officer stage. Duration of negotiations - 7½ months.

Wages: Settlement pay of \$250 to all employees as of May 3, 1976 who continue as employees of the University. Pro-rated for each full calendar month worked prior to February 1, 1977 for employees hired after May 3, 1976 and calculated to the closest one dollar.

Effective	<u>Feb. 1/77</u>	<u>May 1/77</u>
Increases	9%; \$3.27 per hour for part-time employees presently earning less than \$3.00 per hour*	6%

Sample classification wage rates were not available for reporting. Classification system of previous policy has been abolished.

*Note: Increases are subject to approval by the Anti-Inflation Board. 6% is payable immediately.

Hours of Work: 35 or 40 hours per week, depending upon classification.

Overtime Pay: Time and one-half.

Pay for Work on Scheduled Days of Rest: Time and one-half.

Paid Holidays: 12 per year.

Paid Vacation: 5/6th of a working day per full calendar month of service for employees with less than 1 year's seniority, 2 weeks after 1 year, 3 weeks after 4 years, 4 weeks after 13 years and 5 weeks after 20 years.

Health and Welfare: Life Insurance, A.D. & D., Long Term Salary-Wage Continuance Insurance Plan, OHIP, Major Medical Plan and Drug Plan - Employer pays 100% of cost of premiums.

Life Insurance - Coverage is 1 times annual salary to the nearest \$500, or \$15,000, whichever is greater.

Employer provides \$1,500 of paid-up life insurance at age 65. This \$1,500 shall be applied in the case of those retired members of the bargaining unit who have \$1,000 of Life Insurance as of the date of the within contract.

Drug Plan - Employer pays 100% of cost of premiums for Green Shield #3 Prescription Drug Plan or its equivalent for all retired members of the bargaining unit.

Pension Plan: Annual retirement income equals 1-3/4% of employee's average annual gross wage during her 5 highest years of earnings prior to retirement, times years of service. This contributory Plan is to be integrated with the Canada Pension Plan.

Long Service Pay: \$50 per year upon completion of 5 years of service, \$100 after 10 years, \$150 after 15 years and \$200 after 20 years.

Temporary Transfer: An employee temporarily required to perform all duties of a higher-paid classification for longer than 2½ days receives the higher rate for all time so worked.

HEALTH AND WELFARE SERVICES

Peterborough Civic Hospital - Local 19, Canadian Union of Public Employees (CLC): A 21-month renewal agreement effective from July 1, 1976 to March 31, 1978, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 5½ months.

Wages:	Effective	July 5/76	Feb. 3/77	July 4/77
	General	42¢*		25¢
	Increases			
	Additional Adjustments		13¢ for Cooks, 16¢ for RNAs and Orderlies, 23¢ for Trained Ambulance Attendants and 9¢ for six maintenance classifications	
	Dietary Aide	\$4.45-\$4.78 (\$4.03-\$4.36)		\$4.70-\$5.03

	<u>July 5/76</u>	<u>Feb. 3/77</u>	<u>July 4/77</u>
Cleaner	\$4.69-\$5.06 (\$4.27-\$4.64)		\$4.94-\$5.31
Registered Nursing Assistant	\$4.80-\$5.22 (\$4.38-\$4.80)	\$4.96-\$5.38	\$5.21-\$5.63
Electrician	\$5.72-\$6.29 (\$5.30-\$5.87)	\$5.81-\$6.38	\$6.06-\$7.63

Probationary period is 3 months. Maximum rates for Dietary Aide and Cleaner reached after 1 year and, for Registered Nursing Assistant and Electrician, after 2 years.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premium: Effective July 1, 1977, 0-\$1.55-\$1.55 (0-\$1.00-\$1.00).

Call-back Pay: Effective July 1, 1977, maximum guarantee of 3 hours' pay at time and one-half (previously, 4 hours' pay at straight time).

Standby Pay: Effective July 1, 1977, \$1 per hour of standby. (Previously, between \$2.50 and \$5.00 per shift depending upon classification and part of day in which employee stands by.)

Paid Holidays: Effective in 1978, Heritage Day is added for a total of 11(10) days.

Paid Vacation: Effective July 1, 1976, 3 weeks after 4 (5) years' service and 4 weeks after 13 (15) years.

Court Witness Leave: Effective July 1, 1977, employee receives difference between regular pay and court witness fee (new) where witness leave is hospital-related.

Health and Welfare: Life Insurance - Effective July 1, 1977, employer pays 80% (new) of cost of premiums. Coverage is a basic \$2,000 or 2 times salary. Coverage for retirees is \$2,000.

OHIP - Effective July 1, 1977, employer pays 100% (75%) of cost of premiums.

Major Medical - Effective July 1, 1977, employer pays 50% of cost of premiums for new plan with \$10/\$20 deductibles.

AMUSEMENT AND RECREATION SERVICES

Toronto Commercial Film Producers Association - Local 873, I.A.T.S.E. and Moving Picture Machine Operators (AFL-CIO/CLC): A 12-month renewal agreement effective from February 14, 1977 to February 13, 1978, covering 254 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Feb. 14/77</u>
	Increase	9.8%-10.2%
	Craft Service- man	\$7.85 (\$7.15)
	Electrician	\$9.80 (\$8.90)
	Sound Mixer	\$14.00 (\$12.74)
Pension Plan:	Employer contributes \$4.75 (\$4.25) per day worked per employee.	

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (biological sciences group): A
 5-month renewal agreement effective from Feb. 8, 1977 to July 3, 1977, covering 765 employees, settled by arbitration.
 Duration of negotiations - 10 months.

Wages:	Effective	<u>July 5/76</u>
	Increases -	
	Level 1	\$1,800
	Level 2	\$1,900
	Level 3	\$2,000
	Level 4	\$2,000
	Level 5	\$2,100
	<u>Annual Rates</u>	
	BI-1	\$16,289-\$18,184
	(Above the barrier)	(\$14,489-\$16,384)
	BI-3	\$21,225-\$25,724
		(\$19,225-\$23,724)
	BI-5	\$28,965-\$32,231
		(\$26,865-\$30,131)

NOTE: The previous rates shown above are adjusted rates following a ruling of the Anti-Inflation Board.

Overtime:	Time and one-half from the first hour of overtime (first hour at straight time rate and each additional hour at time and one-half).	
Paid Vacation:	3 weeks after 1 year of service (unchanged), 4 weeks after 14 (15) years and 5 weeks after 27 (28) years.	

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (engineering and land survey group):
 A 7½-month renewal agreement effective from Feb. 4, 1977

to Sept. 19, 1977, covering 2,205 employees, settled by arbitration. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 20/76</u>
	Average Increase	10.36%

Annual Rates

EN-ENG 1	\$11,000-\$15,500 (\$10,671-\$13,911)
EN-ENG 6	\$29,701-\$33,341 (\$27,301-\$30,941)
EN-SUR 1	\$11,000-\$18,550 (\$10,671-\$16,700)
EN-SUR 5	\$27,078-\$30,360 (\$24,678-\$27,960)

NOTE: Implementation of the negotiated rates is dependent upon approval by the Anti-Inflation Board.

Overtime: Time and one-half after 37½ hours worked on a weekly basis (time and one-half for all hours worked in excess of 2 hours beyond the normal daily hours of work). Time and one-half for each hour worked on the first day of rest and double time for each hour worked on the second day of rest remain unchanged.

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 14 (15) years and 5 weeks after 27 (30) years.

Travelling Time: An employee required to work and travel on a normal day of work will be paid time and one-half for time spent in excess of 8 hours up to a maximum payment equivalent to 8 hours at the straight time rate (one-half of the hour-for-hour rate for each hour spent in travelling in excess of the normal daily hours of work, to a maximum of 7½ hours at one-half the hour-for-hour rate).

An employee required to travel on a day of rest or a designated paid holiday will be paid the applicable overtime rate up to a maximum payment equivalent to 8 hours at the straight time rate (one-half of the hour-for-hour rate, to a maximum of 7½ hours at one-half the hour-for-hour rate).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (clerical and regulatory group): An 8½-month renewal agreement effective from Feb. 25, 1977 to Nov. 13, 1977, covering 46,780 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 15/76</u>
	General Increase	9.2%

Annual Rates

Nov. 15/76

CR-1	\$7,035-\$8,121 (\$6,442-\$7,437)
CR-4	\$11,350-\$12,409 (\$10,394-\$11,364)
CR-7	\$16,225-\$17,762 (\$14,858-\$16,266)

Shift Premiums: 0-20¢-28¢ (0-18.7¢-26.1¢).

Standby Pay: \$3.69 (\$3.35) for each 8-hour period or portion thereof; minimum of \$7.37 (\$6.70) for any period of standby on a day of rest or designated paid holiday.

Acting Pay: Required minimum acting period will be 5 consecutive working days for employees at levels CR-1, CR-2 and CR-3, and 10 consecutive working days for employees at the remaining levels. (Previously, required minimum acting period of 10 consecutive working days for all classification levels.)

Paid Vacation: Effective Jan. 1, 1977, 4 weeks after 13 (15) years of service and 5 weeks after 27 (28) years. Also 3 weeks after 1 year (unchanged).

Meal Allowance: \$3.00 (\$2.50) after 3 hours of overtime. \$2.15 (\$1.95) for next meal 4 hours after the first.

Penological Factor Allowance: Ranges from \$105 to \$1,047 (\$95 to \$952) per annum, depending on type of institution and degree of contact.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (communications group): A 10-month renewal agreement effective from Feb. 25, 1977 to Dec. 25, 1977, covering 855 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Dec. 27/76
General Increase 9.8%

Annual Rates

CM-1	\$8,954-\$10,086 (\$8,155-\$ 9,186)
CM-4	\$12,502-\$13,664 (\$11,386-\$12,444)
CM-7	\$15,596-\$17,563 (\$14,204-\$15,995)

Shift Premiums: 0-\$1.50-\$2.00 (0-\$1.25-\$1.75) per shift.

Weekend 10¢ per hour for all hours worked on Saturday and Sunday.
Premium (new):

Standby Pay: \$3.30 (\$3.00) for each 8-hour period or portion thereof;
a minimum of \$7.70 (\$7.00) for any period of standby on
a day of rest or designated paid holiday.

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after
13 (15) years and 5 weeks after 27 (28) years.

Bereavement 1 day's leave with pay in the event of the death of the
Leave: employee's grandchild (new).

Adoption Leave 1 day's leave with pay.
(new):

Meal Allowance: \$3.00 (\$2.50) after 3 hours of overtime and \$2.15 (\$1.75)
after each additional 4-hour period.

National Defence, Communications Security Establishment - Public Service Alliance
of Canada (CLC) (communications officers group, administrative
services and computer systems administration groups of the
Administrative and Foreign Service Category): A 12-month renewal
agreement effective from September 27, 1976 to September 26, 1977,
covering 296 Ontario employees, settled at the bargaining stage.
Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 27/76</u>
	Increases	4.1% - 12%
	CS - Level 1	\$9,780 - \$18,327 (\$8,732 - \$16,363)
	CS - Level 5	\$30,761 - \$33,856 (\$28,961 - \$32,506)

Probationary period is 6 months. Increments are annual for CS -
Level 5. For CS - Level 1 increments are semi-annual up to the
eighth step and annual thereafter.

Paid Effective April 1, 1977, 5 weeks after 27 (28) years' service.
Vacation:

Meal Effective February 25, 1977, \$2.75 (\$2.50).
Allowance:

This settlement has been approved by the Anti-Inflation Board.

LOCAL ADMINISTRATION

Hamilton-Wentworth Regional Municipality - Local 167, Canadian Union of Public
Employees (CLC) (inside employees): A 12-month renewal agreement
effective from February 1, 1977 to January 31, 1978, covering 276
employees, settled at the bargaining stage. Duration of negotia-
tions - 2 months.

Wages:	Effective	<u>Feb. 1/77</u>
	General Increase	8%
	Clerk Typist III	\$4.51-\$4.87 (\$4.175-\$4.513)
	Draftsman I	\$7.50-\$8.98 (\$6.941-\$8.313)
	Systems Analyst	\$11.96-\$14.25 (\$11.073-\$13.191)

Probationary period is 60 working days. Annual increases are granted on merit. Maximum rates for Clerk Typist III may be reached after 2 annual increases and, for Draftsman I and Systems Analyst, after 4 annual increases.

Paid Remembrance Day is deleted as a statutory holiday and replaced by
Holidays: a floating day for a total of 11½ days.

Bereavement Grandparent and grandchild included in 3 (1) days' paid leave.
Leave: Brother-in-law and sister-in-law included in 1 (3) day's paid leave.

Maternity Length of leave granted is extended to 26 weeks (previously, 17
Leave: weeks).

Health and Dental Plan - Improvement in services covered.
Welfare:

London City - Local 107, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 515 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	8%
	Ward Labourer	\$4.36-\$5.79 (\$4.04-\$5.36)
	Leading Mechanic "A"	\$5.71-\$7.51 (\$5.29-\$6.48)

Health and Group Life Insurance - Coverage equal to two and one-half
Welfare: times annual salary to the next \$1,000, to a maximum of \$50,000 (\$30,000).

Dental Plan - Effective Feb. 1, 1977, employer pays 80% (75%) of the premiums.

Meal Allowance: \$2.75 (\$2.50).

Sick Leave Eligibility for compensation for sick leave credits at time
Gratuity: of retirement or death is set at 7 (8) years of prior service.

Peel Regional Board of Commissioners of Police - Peel Regional Police Association (Ind.) (uniformed officers and cadets): A 12-month renewal agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 560 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Jan. 1/77

Annual Rates

Constable	\$14,676
3rd Class	(\$13,606)
Constable	\$18,769
1st Class	(\$17,400)
Staff	\$26,509
Inspector	(\$24,576)

Health and Welfare: Dental Plan - Employer pays 75% (50%) of the premiums.

Windsor City Corporation - Local 455, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages: Effective Jan. 1/77

General Increase	8%
Classification Exclusion	Assistant Chief excluded from bargaining unit
4th Class Fire Fighter	\$13,044 (\$12,078)
1st Class Fire Fighter	\$18,634 (\$17,254)
District Chief	\$24,224 (\$22,430)

Health and Welfare: A.D. & D. - Effective March 1, 1977, employer pays 100% (new) of cost of premiums for plan providing \$20,000 coverage.

Dental Plan - Effective March 1, 1977, dental plan improved to Basic Plan Plus 2 (previously, Basic Plan).

CONSTRUCTION

Hand Association of Sewer, Watermain and Road Contractors - Local 837, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1977 to December 31, 1978, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Mar. 1/77</u>	<u>Apr. 1/78</u>	<u>Oct. 1/78</u>
	General Increases	95¢*	60¢	35¢
	Labourer (Road, Sewer and Watermain Section)	\$7.55 (\$6.60)	\$8.15	\$8.50
	Powder Man (Tunnelling Section)	\$8.60 (\$7.65)	\$9.20	\$9.55

*Note: Increases are subject to approval by the Anti-Inflation Board.

Vacation Pay: Effective April 1, 1978, vacation pay of 9% (8%).

Welfare: Effective March 1, 1977, employer contributes 60¢ (50¢) per hour.

Addendum

July 1976 Settlement

HEALTH AND WELFARE SERVICES

Welland County General Hospital at Welland - Local 204, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1976 to March 31, 1978, covering 440 employees, settled at the bargaining stage and ratified in July, 1976. Duration of negotiations - 2½ months.

Wages: As Negotiated:

Effective	<u>Apr. 1/76</u>	<u>Jan. 1/77</u>
General Increases (Monthly)	\$50	\$50
Skilled Trades Adjustments (Monthly)	\$8	
Housekeeping Helper	\$752 - \$777 (\$702 - \$727)	\$802 - \$827
Porter	\$864 - \$889 (\$814 - \$839)	\$914 - \$939
Registered Nursing Assistant	\$905 - \$930 (\$855 - \$880)	\$955 - \$980

	<u>Apr. 1/76</u>	<u>Jan. 1/77</u>
Electrician	\$1,103 - \$1,128 (\$1,045 - \$1,070)	\$1,153 - \$1,178

	<u>Apr. 1/77</u>	<u>Sept. 1/77</u>
Effective		
General Increases (Monthly)		\$50
Skilled Trades Adjustments (Monthly)	\$7	
Housekeeping Helper	\$802 - \$827	\$852 - \$877
Porter	\$914 - \$939	\$964 - \$989
Registered Nursing Assistant	\$955 - \$980	\$1,005 - \$1,030
Electrician	\$1,160 - \$1,185	\$1,210 - \$1,235

As Resubmitted to the Anti-Inflation Board:

	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>
Effective		
General Increases (Monthly)	\$57	\$54
Skilled Trades Adjustments (Monthly)	\$8	\$7
Housekeeping Helper	\$759 - \$784	\$813 - \$838
Porter	\$871 - \$896	\$925 - \$950
Registered Nursing Assistant	\$912 - \$937	\$966 - \$991
Electrician	\$1,110 - \$1,135	\$1,171 - \$1,196

Probationary period is 2 months. Maximum rates reached after one 12-month increase.

Shift Premiums: Effective July 5, 1976, 0-\$1.40-\$1.40 (0-\$1.00-\$1.00).
Effective April 1, 1977, 0-\$1.55-\$1.55.

Standby Pay: Effective July 5, 1976, 75¢ per hour (previously, \$5.00 per shift). Effective April 1, 1977, \$1.00 per hour.

Paid Holidays: 1 floating day is added for a total of 11 (10) days.

Paid Effective in the 1977 vacation year, 3 weeks after 4 (5)
Vacations: years' service and 4 weeks after 13 (15) years.

Health and Major Medical Plan - \$10/20 (\$25/\$50) deductibles.
Welfare:

This settlement awaits final approval by the Anti-Inflation Board.

November 1976 Settlements

FOOD AND BEVERAGE

F. W. Fearman Company Limited at Burlington - Local P - 1227, Foodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from November 15, 1976 to November 14, 1977, covering 325 employees, settled at the conciliation officer stage and ratified in November 1976. Duration of negotiations - 1 month.

Wages:	Effective	Nov. 15/76
	General Increase	50¢*
	Job Class Increment	6¢ (5¢)
	COLA Fold-in	2¢
	Job Class 1	\$5.63 (\$5.10)
	Job Class 40	\$7.97 (\$7.05)

*Note: 5¢ of the general increase and ½¢ of the increase in the job class increment is being withheld pending Anti-Inflation Board approval.

Cost-of Living Provision: Discontinued.

Shift Premiums: 0-23¢-23¢ (0-18¢-18¢).

Health and Welfare: Weekly Indemnity Plan - Benefits increase to 66 2/3 % of average weekly earnings up to a maximum of \$133 (\$113) per week.

Travel Allowance: \$16 (\$14) per day for refrigerated truck drivers.

Meal Allowance: \$2.50 (\$2.00) for refrigerated truck drivers.

Tool Allowance: \$26 (\$25) per year.

EDUCATION AND RELATED SERVICES

<u>York University at Downsview - York University Faculty Association (Ind.)</u>			
	<u>(professors and librarians):</u> A 17-month first agreement effective from Nov. 29, 1976 to Apr. 30, 1978, covering 1,040 employees, settled at the bargaining stage in November 1976. Duration of negotiations - 10 months.		
Wages:	Effective	<u>July 1/76</u>	<u>July 1/77</u>
	<u>Annual Rates</u>		Wage Reopener
	Lecturer	\$12,450	
	Professor	\$25,540	
	General Librarian	\$11,500	
	Senior Librarian	\$21,710	
	Various adjustments relating to merit pay, progression and wage structure anomalies are currently being established.		
Responsibility Allowance:	\$2,000 for academic administrative assignments, e.g. Chairman of a Department.		
Paid Holidays:	9 statutory holidays in addition to 6 university holidays during Christmas week.		
Health and Welfare:	<u>Group Life Insurance</u> - Employer pays 100% of premiums for coverage equal to 3 times employee's annual salary.		
	<u>OHIP</u> - Employer pays 20% of premiums.		
	<u>Extended Health Care Plan</u> - Employer pays 100% of premiums.		
	<u>Long Term Disability</u> - Employer pays 100% of premiums.		
	<u>Liability Insurance</u> - Employer pays 100% of premiums.		
	<u>Dental Plan</u> - Employer pays 100% of premiums for a basic preventative plan.		
Pension Plan:	Employer and employees make equal contributions towards the purchase of an annuity, with any shortfall in benefits made up to the following: $1\frac{1}{2}\%$ times years of service times average annual salary over the best 5 years.		
Maternity Leave:	Maximum of 15 weeks.		
Paternity and Adoption Leave:	Maximum of 5 days' paid leave.		

December 1976 Settlements

TEXTILE

Uniroyal Ltd., Lindsay Plants, Textile Division at Lindsay - Local 795,
Rubber Workers (AFL-CIO/CLC): A 39½-month renewal agree-

ment effective from January 1, 1977 to April 15, 1980, covering 200 employees, settled at the bargaining stage. Bargaining commenced in December of 1976 although the agreement in effect was not due to expire until April 15, 1977. Duration of negotiations - 8 days.

Wages:	Effective	<u>Jan. 1/77</u>	<u>Apr. 16/77</u>
	General	48¢*	25¢
	Increases		
	Inequity		5¢-20¢; 30¢
	Adjustments		for maintenance class- ifications
	Utility - Weaving	\$4.11	\$4.36
	Section	(\$3.63)	
	Electrician	\$5.40	\$5.95
		(\$4.92)	
	Effective	<u>Apr. 16/78</u>	<u>Apr. 16/79</u>
	General	27¢	30¢
	Increases		
	Inequity	10¢ for main-	
	Adjustments	tenance class- ifications	
	Utility - Weaving	\$4.63	\$4.93
	Section		
	Electrician	\$6.32	\$6.62

* Note: Increases are subject to approval by the Anti-Inflation Board. 34¢ is payable immediately.

Cost-of-Living Allowance: Effective in the second year of the agreement, 1¢ per hour for each full .45 point change in the Consumer Price Index (1961=100), to be paid quarterly (new).

Shift Premium: Effective April 16, 1977, 0-12¢-17¢ (0-10¢-15¢).
Effective April 16, 1978, 0-15¢-20¢.

Holiday Pay: An employee who would otherwise qualify for a designated holiday, except for having been laid off within 5 working days prior to such holiday, receives payment for it (new).

Paid Vacation: 5 weeks (new) after 20 years' service.

An active employee accumulating 5, 15 or 20 (new) years' seniority receives one additional week's paid vacation.

Vacation Pay: When an employee of one or more years' seniority has been unable to work for a portion of the preceding vacation year because of verified sickness, injury or pregnancy (new), and, for that reason only, his weekly vacation pay is less than \$100 (previously, \$75 for a male employee, \$60 for a

female employee), his vacation pay will be increased to the above minimum provided he has worked 3 months or more during the vacation year.

Bereavement
Leave:

For leave purposes, a half-brother or half-sister is considered as a brother or sister, a step-parent or foster parent is considered as a parent and a step-son or step-daughter or foster son or foster daughter is considered as a son or daughter. (Previously, the above was true only where the step-parent or foster parent had taken the place of the natural parent.)

Grievance and
Negotiating
Committees
Pay:

Total maximum accumulation of 275(180) hours per contract year is allowed.

Health and
Welfare:

Life Insurance - \$7,500 coverage for eligible employees (previously, \$7,000 for eligible males and \$5,500 for eligible females). \$3,750 coverage for eligible retirants (previously, \$3,500 for eligible male retirants and \$2,750 for eligible female retirants).

Effective April 16, 1978, \$8,000 coverage for eligible employees and \$4,000 for eligible retirants.

A.D. & D. - \$7,500 coverage (previously, \$7,000 for male employees and \$5,500 for female employees). Effective April 16, 1978, \$8,000 coverage.

Weekly Indemnity Plan - Maximum benefit increases to \$133 (\$113) per week. Employee now has option of an amount equal to 66 2/3% of his average insurable earnings over the last 20 weeks of insurable employment if such amount is greater than 66 2/3% of his average hourly earnings, excluding all premiums, times 40 hours.

Total Disability Plan - For total disablement on or after April 16, 1978, maximum benefit period is 52 weeks. (Previously, 36 weeks for an employee with less than 2 years' seniority and 52 weeks with 2 or more years' seniority.)

Major Medical Plan - \$10/\$25 deductibles are eliminated.

Benefit Maintenance - When an eligible employee is granted leave of absence because of sickness, injury or pregnancy, the employer maintains the benefits above for a period equal to the amount of seniority the employee had at the start of such leave, to a maximum of 18 months. (Previously, in the case of sickness or injury only, up to 9 months for employees with less than 2 years' seniority and up to 12 months for employees with 2 years' or more seniority.)

Pension Plan:

Eligibility - 10-year service requirement for normal retirement at age 65 is eliminated.

Basic Benefit - Benefit Class Code System is as follows:

Last Day Worked by Applicant	Benefit Class Code	Basic Benefit Rate
On or after	1	\$5.00 (\$4.75)
Apr. 16/77	2	\$5.75 (\$5.25)
	3	\$6.25 (\$5.75)
On or after	1	\$5.50
Apr. 16/78	2	\$6.25
	3	\$6.75
On or after	1	\$5.50
Apr. 16/79	2	\$6.25
	3	\$6.75

Supplemental Allowance - Effective April 16, 1977 for allowances effective on or after that date, \$5.00 (\$4.25) per month per year of service, to a maximum of 25 years. Effective April 16, 1978, \$5.50. Payable upon retirement at age 62 with 10 or more years' service and upon disability retirement with 15 or more years' service.

Permanent Transfer: An employee with seniority status who is permanently transferred to another operation in a different Section and is qualified to perform the operation there, receives the rate of the operation to which he is transferred. (Previously, an employee received the transfer rate of the operation to which he was transferred. There was no stipulation that he be qualified.)

SUB Plan: Minimum average hourly earnings for calculation purposes shall not be less than \$3.00 (previously, \$2.45 for males and \$2.00 for females).

Maximum funding calculations multiply number of employees, both active and on layoff, by \$350(\$275).

Credit Units - Maximum accumulation is 78(52) credits, no more than 52(39) of which may have been accumulated prior to April 15, 1977 (July 15, 1974). For employees with less than 5 years' seniority, maximum credit units remains at 52.

Short Week Benefit: Effective April 16, 1979, to employees with 1 year of seniority and otherwise eligible for such a benefit, an amount is payable equal to 80% of the employee's average hourly earnings multiplied by the number by which the number of hours in his standard work week (not to exceed 40) exceeds the number of his compensated or available hours for such week, to the nearest tenth of an hour (new).

PAPER AND ALLIED

Lily Cups Limited at Toronto - Local 466, Printing and Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1976 to November 30, 1978, covering 350 employees, settled at the bargaining stage in December 1976. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 1/76</u>	<u>Dec. 1/77</u>
	General Increases	8%*	6%
	Packer	\$3.83 - \$4.21 (\$3.55 - \$3.90)	\$4.06 - \$4.46
	Electrician A	\$7.21 (\$6.68)	\$7.64

Probationary period is 60 calendar days. Maximum rates for Packer reached after one 2-month and two 3-month increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. 6% is payable immediately.

Health and Welfare: Weekly Indemnity Plan - Effective date of AIB approval, benefits increase to 66 2/3% of weekly earnings, to a maximum of \$133 per week. (Previously, 50% of weekly earnings, to a maximum of \$120 per week.)

January 1977 Settlement

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (library science group): A 24-month first agreement effective from August 9, 1976 to August 6, 1978, covering 400 employees, settled at the bargaining stage and ratified in January 1977. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 9/76</u>	<u>Aug. 8/77</u>
	Increases LS-1 to LS-5	\$1,689-\$2,210	7%
	LS-1	\$12,268-\$16,090 (\$10,579-\$14,401)	\$13,127-\$17,216
	LS-5	\$21,920-\$26,920 (\$19,710-\$24,710)	\$23,454-\$28,804

Wage Protection Factor: Should the Basic Protection Factor for the second year of the AIB programme (currently established at 6%) be adjusted upwards, the parties have agreed to reopen the collective agreement.

Shift Premiums: 0-\$1.68-\$1.68 (0-\$1.50-\$1.50). Effective August 8, 1977
0-\$1.82-\$1.82.

Overtime Pay: Time and one-half after normal daily hours. (Previously, no compensation for first hour worked and time and one-half thereafter.)

Paid Vacations: Effective August 9, 1976, 4 weeks after 12 (15) years. Effective August 8, 1977, 4 weeks after 10 years.

Anti-Inflation Board Rulings in February 1977

Employer and Union	Reference	Action
Elifc Restaurants (Toronto-Dominion Centre), Toronto and Hotel Employees	July 76, p. 407	Allowed
enn Iron Foundry Ltd., Wallaceburg and Auto Workers	Oct. 76, p. 589	Disallowed
IP Containers Ltd., Pointe-aux-Trembles, Que., and Burlington, Markham, Rexdale and London, Ont. and Canadian Paper- workers and International Chemical Workers	Aug. 76, p. 452	Disallowed
anada Wire and Cable Ltd., Simcoe and Steelworkers	June 76, p. 306	Disallowed
anron Ltd., Hamilton and Steelworkers	June 76, p. 297	Disallowed
ollingwood Shipyards, Div. of Canadian Shipbuilding and Engineering Ltd., Collingwood and Steelworkers	May 76, p. 239	Disallowed
ominion Stores Ltd., Toronto and various other centres in southern and eastern Ontario and Retail, Wholesale and Department Store Union (full and part- time retail food empls.)	Oct. 76, p. 600	Disallowed
bodyear Canada Inc., Collingwood and Rubber Workers	Dec. 76, p. 714	Allowed
overnment of Canada (Treasury Board) and Professional Institute of the Public Service (meteorology group)	Nov. 76, p. 680	Allowed
he Great Atlantic & Pacific Co. of Canada Ltd., province-wide and Food- workers (full and part-time empls.)	Sept. 76, p. 526	Disallowed
arding Carpets Ltd., Brantford and Canadian Textile and Chemical Union	Aug. 76, p. 447	Disallowed
. J. Heinz Co. of Canada Ltd., Leamington and Foodworkers	July 76, p. 380	Disallowed
oblaws Ltd., Toronto and other centres and Union of Canadian Retail Employees (full and part-time empls.)	Sept. 76, p. 525	Disallowed
otor Wheel Corp. of Canada Ltd., Chatham and Auto Workers	Oct. 76, p. 593	Disallowed
ational Research Council of Canada and Professional Institute of the Public Service (professional and scientific category)	Sept. 76, p. 555	Disallowed

Anti-Inflation Board Rulings in February 1977 (Cont'd)

Employer and Union	Reference	Action
Northern Telecom Ltd., Belleville, Bramalea, Kingston and London and Auto Workers (technical, office and clerical empls.)	Mar. 76, p. 116	Disallowed
Northern Telecom Ltd., Bramalea and Electrical Workers (UE)	May 76, p. 242	Disallowed
Ottawa Civic Hospital and CUPE (medical technologists and technicians)	Aug. 76, p. 469	Allowed
P. L. Robertson Manufacturing (Div. of Procor Ltd.), Milton and Steelworkers	Oct. 76, p. 590	Disallowed
Salvation Army Grace Hospital, Windsor and Service Employees	Sept. 76, p. 551	Disallowed
Shell Canada Ltd. (Sarnia Refinery), Corunna and Oil Workers	May 76, p. 245	Disallowed

Note: Actions refer to settlements covering 200 or more employees previously published in the monthly Settlements Report. This list includes only those rulings which have come to the attention of the Ministry of Labour, and it may be incomplete.

Negotiations in Progress during February 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage*
Canada Ltd., Carter Carburetor Div., Bramalea	Machinists (AFL-CIO/CLC)	250	B
Industries Canada Ltd., Hamilton	Auto Workers (CLC)	500	B
Canada, Patchogue Plymouth-Hawkesbury Mills Div., Hawkesbury	Woodworkers (AFL-CIO/CLC)	350	PCB
ow Company, The (Div. of Luett, Peabody & Co. of Canada Ltd.), Hamilton and Itchenor	Clothing and Textile Workers (AFL-CIO/CLC)	850	B
mic Energy of Canada Ltd., Chalk River and Deep River**	Atomic Energy Allied Council (various AFL-CIO/CLC unions)	870	B
mic Energy of Canada Ltd., Power Projects, Mississauga**	Society of Professional Engineers (Ind.)	340	B
acrest, Sunnybrook, Toronto East General and Wellesley Hospitals, Toronto	Service Empls. (AFL-CIO/CLC) (office empls.)	810	ARB
leville General Hospital	Ont. Nurses' Assn. (Ind.)	276	B
g-Warner (Canada) Ltd., Long Manufacturing Co. Div., Oakville	Auto Workers (CLC)	410	PCB
nt County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	389	PMB
eph Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	CO
wers' Warehousing Co. Ltd., Province-wide	Canadian Brewery Workers Union (CLC)	1,400	B
d Automotive Company of Canada Ltd., Kitchener	Auto Workers (CLC)	2,200	CO
Tower Restaurants Ltd., Toronto	Railway, Transport and General Workers (CLC)	269	CO
ada Packers Ltd., Acton	Foodworkers (AFL-CIO/CLC)	360	MED
ada Packers Ltd., Walkerton	Foodworkers (AFL-CIO/CLC)	270	B
adian Admiral Corp. Ltd., Port Credit	Electrical Workers (IUE) (AFL-CIO/CLC)	730	B
adian Blower and Forge Co. Ltd., Kitchener	Steelworkers (AFL-CIO/CLC)	213	B
adian General Electric Co. Ltd., Peterborough, Scarborough, Guelph and Toronto	Technical Engineers (AFL-CIO/CLC) (draftsmen)	263	B

See page 108 for definition of codes.

*Federal jurisdiction.

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	350	PCB
Canadian Johns-Manville Co. Ltd., Port Union	Chemical Workers (AFL-CIO/CLC)	530	B
Canadian National Institute for the Blind, province-wide	Service Empls. (AFL-CIO/CLC)	575	CO
Canadian Ohio Brass Co. Ltd., Niagara Falls	Chemical Workers (AFL-CIO/CLC)	250	PCB
Carleton Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	620	B
Carling O'Keefe Ltd. and Carling O'Keefe Transport, Etobicoke, Toronto and Waterloo	Canadian Brewery Workers Union (CLC) (production and transport empls.)	610	B
Christie, Brown and Co., Ltd., Toronto	Bakery Workers (AFL-CIO/CLC)	550	B
A. R. Clarke & Co. Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	315	B
Cochrane Enterprises Ltd., Cochrane	Carpenters (AFL-CIO/CLC)	324	CO
Commonwealth Holiday Inns of Canada Ltd., Holiday Inn of Ottawa Centre, Ottawa	Hotel Employees (AFL-CIO/CLC)	205	B
Controls Company Canada Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	200	B
Corporate Foods Ltd., Dempster's Bread Div., Toronto	Teamsters (Ind.)	345	PCB
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC)	800	CO
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	795	B
Domglas Ltd., Hamilton	Glass and Ceramic Workers (AFL-CIO/ CLC)	800	B
Dominion Bridge Co. Ltd. (Mount Dennis), Toronto	Steelworkers (AFL-CIO/CLC)	352	CO
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	385	CO
Dominion Textile Ltd. (Long Sault Fabric and Long Sault Yarn Plants), Long Sault	United Textile Workers (AFL-CIO/ CLC)	540	B
Dow Chemical of Canada, Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	805	B
Dryden Paper Co. Ltd., Woods Operations, Dryden	Carpenters (AFL-CIO/CLC)	250	WS

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Pont of Canada, Ltd., Maitland	Chemical Workers (AFL-CIO/CLC)	630	B
urham Region Roman Catholic Separate School Board	Teachers Federations	365	ARB
urham Regional Municipality, Works Dept.	CUPE (CLC)(outside empls.)	250	CO
Manuel Products Ltd., Toronto	Woodworkers (AFL-CIO/CLC)	215	CO
obicoke Borough	CUPE (CLC)(outside empls.)	660	B
obicoke Borough Board of Education	CUPE (CLC)(caretakers, matrons, maintenance, etc. empls.)	515	B
ederal Pioneer Ltd., Bramalea	Electrical Workers (IUE)(AFL-CIO/CLC)	212	PCB
erranti-Packard Ltd., Toronto	Electrical Workers (UE)(CLC)	225	B
iberglas Canada, Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	595	CO
irestone Canada Ltd., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,300	CO
ohn Forsyth Co., Ltd., Kitchen and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	500	B
oster Wheeler Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	450	CO
oxhead Inn Ltd., Sheraton Brock Hotel and Sheraton Foxhead Inn, Niagara Falls	Hotel Employees (AFL-CIO/CLC)	350	B
TE Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE)(AFL-CIO/CLC)	1,100	B
eneral Foods, Ltd., Cobourg	Foodworkers (AFL-CIO/CLC)	765	B
odyear Canada Inc., New Toronto	Rubber Workers (AFL-CIO/CLC)	1,530	B
odyear Canada Inc., Factory and Reclaim Plant, Bowmanville	Rubber Workers (AFL-CIO/CLC)	240	CO
overnment of Canada (Treasury Board)**	Professional Assn. of Foreign Service Officers (Ind.)	980	B
reat Atlantic & Pacific Tea Co. Ltd. (Bakery Div.), Toronto	Bakery Workers (AFL-CIO/CLC)	235	CO
reater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	CO
alton Regional Police	Police Assn. (Ind.)	260	B
amilton City	CUPE (CLC)(inside empls.)	378	B
amilton City	CUPE (CLC)(outside empls.)	565	B
amilton City Hydro-Electric Commission	Electrical Workers (IBEW)(AFL-CIO/CLC)	300	B

*Federal jurisdiction.

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.)(nurses, full and part-time)	735	CO
Hamilton Street Railway Co. and Canada Coach Lines, Hamilton and other centres*	Transit Union (AFL-CIO/CLC)	800	B
Hamilton-Wentworth Regional Board of Commissioners of Police, Hamilton	Hamilton-Wentworth Police Assn. (Ind.)	625	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC)(outside empls.)	225	B
Hawker Siddeley Canada Ltd. (Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	860	B
Hilroy Envelopes and Stationery Ltd., Toronto	Canadian Paperworkers (CLC)	210	B
Holmes Foundry, Sarnia	Auto Workers (CLC)	406	B
Honeywell Ltd., Scarborough	Auto Workers (CLC)	620	PCB
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200	CO
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	285	CO
Inglis Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	800	B
International Harvester Co. of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)(office, clerical and technical empls.)	350	B
International Harvester Co. of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)(production and maintenance empls.)	1,800	B
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC)(office, clerical, technical, maintenance and service empls.)	335	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	450	CO
Kingston Spinners Ltd.	Clothing and Textile Workers (AFL-CIO/CLC)	350	CO
Kitchener City Corp. (Public Works and Parks and Recreation)	CUPE (CLC)	250	B
Kodak Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	B
LOF Glass of Canada Ltd., Collingwood	Glass and Ceramic Workers (AFL-CIO/CLC)	325	CO
Labatt's Ontario Breweries, London	CLC-Chartered Local	500	B

*Canada Coach Lines is under federal jurisdiction.

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Kehead Terminal Elevators (various companies), Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B
Imbton County Board of Education	CUPE (CLC)(custodians)	200	B
Incia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	252	CO
Lura Secord Candy Shops Ltd., Toronto	Bakery Workers (AFL-CIO/CLC)	400	B
Lura Secord Ltd., Scarborough	Bakery Workers (AFL-CIO/CLC)	500	B
Lver Detergents Ltd., Toronto	Chemical Workers (AFL-CIO/CLC)	380	B
Libby, McNeill and Libby of Canada Ltd., Chatham	Auto Workers (CLC)	220	WS
Men Supply Industry Employers' Council, Toronto	Laundry Workers (CLC)	1,200	CO
Thomas J. Lipton Ltd., Bramalea and Toronto	Millers (AFL-CIO/CLC)	220	B
London City	CUPE (CLC)(office, clerical and technical empls.)	325	B
London City Police Force	Police Assn. (Ind.)(policemen and civilian empls.)	443	B
McCormick's Ltd., London	Millers (AFL-CIO/CLC)	820	CO
McGraw-Edison of Canada Ltd., Major Appliance Div., Cambridge	Electrical Workers (IUE)(AFL-CIO/CLC)	500	CO
Metropolitan Toronto Library Board	CUPE (CLC)(office and clerical empls., full and part-time)	290	B
Millhaven Fibres Ltd., Millhaven	Oil Workers (AFL-CIO/CLC)	940	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	241	B
Modern Building Cleaning Ltd., a Div. of Dustbane Enterprises, Toronto	Service Empls. (AFL-CIO/CLC)	350	PCB
Molson's Brewery (Ontario) Ltd. and W. J. Hyatt Transport, Toronto	Canadian Brewery Workers Union (CLC)	625	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	290	ARB
Mount Sinai Hospital, Toronto	Service Empls. (AFL-CIO/CLC)(office and clerical empls.)	200	CO
National Auto Radiator Mfg. Co. Ltd., Windsor	Auto Workers (CLC)	320	B
National Hardware Specialties Ltd., Dresden and Wallaceburg	Auto Workers (CLC)	285	B

*Federal jurisdiction.

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (Ind.)(clerical empls.)	324	B
Nestle (Canada) Ltd., Chester-ville	Retail, Wholesale Employees (AFL-CIO/CLC)	298	CO
Niagara Falls City Corp.	CUPE (CLC)(clerical, service and maintenance empls.)	300	B
Niagara Regional Board of Commissioners of Police	Niagara Region Police Assn. (Ind.)	510	B
Niagara Regional Municipality	CUPE (CLC)(inside and outside empls.)	450	B
Niagara Regional Municipality (Homes for the Aged), St. Catharines and other centres	CUPE (CLC)(non-medical empls.)	530	ARB
Niagara South Board of Education	CUPE (CLC)(caretaking and maintenance empls.)	450	B
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	244	PMB
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	CO
North York Borough	CUPE (CLC)(inside empls.)	510	B
North York Borough	CUPE (CLC)(outside empls.)	710	B
North York Borough	Fire Fighters (AFL-CIO/CLC)	555	B
North York Borough Hydro-Electric Commission	CUPE (CLC)	325	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	515	CO
Ontario Government	Ont. Provincial Police Assn. (Ind.)	3,935	B
Ontario Government (Working Conditions)	(OPSEU)(Ind.)(classified public servants)	54,000	B
Ontario Housing Corp., Toronto	CUPE (CLC)(maintenance empls.)	670	ARB
Ontario Housing Corp., province-wide	CUPE (CLC)(office and maintenance empls.)	800	ARB
Ontario Hydro, province-wide	CUPE (CLC)(hydro empls.)	13,320	B
Ontario Jockey Club (Standard-bred Div.)	Service Empls. (AFL-CIO/CLC)	300	B
Ontario Jockey Club (Thoroughbred Div.)	Service Empls. (AFL-CIO/CLC)	450	B
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	WS
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	419	CO

**Federal jurisdiction.

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	1,630	MED
Ottawa City	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City	Ottawa Police Assn. (Ind.)	680	B
Ottawa City Hydro-Electric Commission	CUPE (CLC)	202	B
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC)(civic empls.)	3,090	B
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	925	CO
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	367	ARB
Ottawa Ready Mix Companies	Teamsters (Ind.)	350	B
Ottawa Roman Catholic School Board	Cdn. Merchandising Employees Union (maintenance empls. and custodians)	250	WS
Peel County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	MED
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	385	B
Perley Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	238	CO
Peterborough County Board of Education	Teachers Federations	370	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	342	CO
Philips Electronics Industries Ltd., Strathroy	Christian Labour Assn. of Canada (Ind.)	250	CO
Philips Electronics Ltd., Toronto	Electrical Workers (IBEW)(AFL-CIO/ CLC)	250	B
Pilkington Brothers (Canada) Ltd. (Pilkington Glass Mfg. Div.), Scarborough	Glass and Ceramic Workers (AFL-CIO/ CLC)	650	B
Plystar Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	1,530	CO
Prestolite Co. (Div. of Eltra of Canada Ltd.), Point Edward, Maple and Toronto	Auto Workers (CLC)(production and office empls.)	740	PCB
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	710	MED

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Queen's University, Kingston	CLC-Chartered Local (maintenance and service empls. and stationary engineers)	350	B
Reed Decorative Products Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	290	CO
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	ARB
Robson-Lang Leathers Ltd., Barrie, Cobourg, Kitchener and Oshawa	Foodworkers (AFL-CIO/CLC)	500	CO
Rockwell International of Canada Ltd., Chatham and Milton	Auto Workers (CLC)(hourly-rated empls.)	1,200	PCB
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	755	B
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.)	234	CO
St. Catharines City Corp., Arena, City Hall, Parks and Recreation and Works Depts.	CUPE (CLC)(equipment operators, main- tenance and service empls.)	200	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	CO
St. Joseph Religious Hospital- lers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	CO
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	375	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	CO
St. Mary's of the Lake Hospital, Kingston	Employees' Assn. (Ind.)	200	B
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	610	ARB
St. Vincent Hospital, Ottawa	Int. Operating Engineers (AFL-CIO/ CLC)	475	CO
Salada Foods Ltd., Toronto	Bakery Workers (AFL-CIO/CLC)	200	B
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	CO
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	ARB
Sandwich, Windsor & Amherstburg Railway Co., Windsor	Transit Union (AFL-CIO/CLC)	200	B
Sangamo Co. Ltd., Toronto	Machinists (AFL-CIO/CLC)	310	B
Scarborough Borough	CUPE (CLC)(office, clerical and technical empls.)	452	B

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Scarborough Borough	CUPE (CLC)(outside empls.)	620	B
Scarborough Borough	Fire Fighters (AFL-CIO/CLC)	370	B
Scarborough Borough Board of Education	CUPE (CLC)(operations and maintenance empls.)	705	B
Scarborough Borough Board of Education	CUPE (CLC)(part-time maintenance empls.)	290	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	CO
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.)	560	CO
Shell Canada Ltd. (Sarnia) Refinery), Sarnia	Oil Workers (AFL-CIO/CLC)	210	B
Silverwood Industries Ltd. (Sil- verwood Dairies Div.), London	Teamsters (Ind.)	200	CO
Simcoe County Board of Education	OPSEU (Ind.)(office, clerical and technical empls.)	217	CO
Slar Manufacturing Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	600	B
Steinberg's Ltd., Miracle Mart Div., eastern Ontario	Retail Clerks (AFL-CIO/CLC)	250	B
Stromont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	525	MED
Stadbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	CO
Stonybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	CO
Supreme Aluminum Industries Ltd., Toronto and Pickering	Employees' Assn. (Ind.)	400	B
Texaco Canada Ltd., Port Credit	Oil Workers (AFL-CIO/CLC)	200	CO
W. E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	386	PCB
Thompson Products, St. Catharines	Employees' Assn. (Ind.)	835	B
TM Canada Ltd., London	Auto Workers (CLC)	350	B
Thunder Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	225	B
Toronto City	Fire Fighters (AFL-CIO/CLC)	1,300	B
Toronto City Board of Education	CUPE (CLC)(caretakers and mainte- nance empls.)	700	B
Toronto City Board of Education	CUPE (CLC)(chief caretakers and engineers)	257	B
Toronto City Board of Education	CUPE (CLC)(non-teaching empls.)	408	B

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'l Stage
Toronto City Board of Education (Public Schools Sector)	CUPE (CLC) (office and clerical empls.)	210	B
Toronto City and Metropolitan Toronto	CUPE (CLC) (inside and outside empls.)	9,905	MED
Toronto Construction Assn.	Iron Workers (AFL-CIO/CLC)	500	B
Toronto East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	550	ARB
Toronto General Hospital	Ont. Nurses' Assn. (Ind.)	840	CO
Toronto General and other hospitals, Toronto and other centres	OPSEU (Ind) (paramedical empls.)	2,800	B
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	800	CO
Toronto Hydro-Electric System	CUPE (CLC) (clerical and technical empls.)	500	B
Toronto Hydro-Electric System	CUPE (CLC) (hourly-rated empls.)	500	B
Toronto Star Ltd.	Various Unions	391	CO
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	CO
Union Carbide Canada Ltd., Carbon Products, Welland	Electrical Workers (UE) (CLC)	520	B
Uniroyal Ltd. (Tire Factory and Rubber Machinery Shops), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,200	B
Upper Lakes Shipping Ltd., province-wide	Railway, Transport and General Workers (CLC) (ships' crews)	500	B
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time empls.)	470	CO
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	300	B
Weldwood of Canada Ltd., Longlac Plywood Div., Longlac	Carpenters (AFL-CIO/CLC)	360	WS
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	MED
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	3,050	B
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	270	B
Weston Bakeries Ltd., Dupont St. Plant, Toronto	Teamsters (Ind.)	325	PMB
White Farm Equipment (Canada) Ltd., Brantford	Auto Workers (CLC)	850	B
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	B
Windsor City	CUPE (CLC)(inside empls.)	530	B
Windsor City (Public Works and Parks and Recreation Depts.)	CUPE (CLC)(service and maintenance empls.)	400	B
Windsor City Police (Unit A)	Police Assn. (Ind.)	377	B
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	CO
John Wood Co., Toronto	Auto Workers (CLC)	325	CO
Workmen's Compensation Board, province-wide	CUPE (CLC)(rehabilitation workers, clerks, registered nurses, etc.)	1,200	MED
Work Borough Board of Education	CUPE (CLC)(caretakers and maintenance and stockroom empls.)	235	B
Work Borough Corp. (Works, Parks and Recreation Dept.)	CUPE (CLC)(service and maintenance empls.)	350	B
Work Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Div.)	CUPE (CLC)	330	B
Work Regional Municipality Police Dept.	Police Assn. (Ind.)	285	B
Work University, Toronto	CUPE (CLC)(service and maintenance empls.)	235	B
Wheeler's Markets Ltd., Guelph	Diamond Z Assn. (Ind.)	288	B
<u>More Than One Province</u>			
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,515	CO
Air Canada, system-wide**	Machinists (AFL-CIO/CLC)(maintenance, overhaul, etc. empls.)	7,250	B
American Can of Canada, Ltd., Hamilton and Simcoe, Ont. and Montreal, Que.	CLC - Chartered Locals (plant empls.)	1,500	B
Cell Canada, Quebec and Ontario**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	7,975	CO
CP Air, system-wide**	Air Line Pilots (Ind.)	600	B
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC)	1,300	B

*Federal jurisdiction.

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canada Packers and Wilsil, Ltd., Charlottetown, P.E.I., Hull and Montreal, Que., Bramalea and Toronto, Ont., St. Boniface and Winnipeg, Man., Moose Jaw, Sask., Edmonton, Red Deer, Calgary and Lethbridge, Alta., and Vancouver, B.C.	Foodworkers (AFL-CIO/CLC)	5,500	B
Canadian General Electric Co. Ltd., Montreal and St. Andre, Que. and Cobourg, Oakville, Peterborough and Toronto, Ont.	Electrical Workers (IUE)(AFL-CIO/ CLC)(hourly-rated and salaried empls.)	3,470	MED
Council of Printing Industries of Canada, Hamilton, London and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empl.)	1,780	CO
Government of Canada (Treasury Board)**	Air Traffic Employees (Ind.)	2,165	CB
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	3,890	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC)(ships' officers)	1,235	B
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS)(Ind.) (commerce group)	1,465	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.)(computer system adminis- tration)	2,040	B
Government of Canada (Treasury Board)**	PIPS (Ind.)(nursing group)	2,110	B
Government of Canada (Treasury Board)**	PIPS (Ind.)(physical sciences group)	545	B
Government of Canada (Treasury Board)**	PIPS (Ind.)(scientific research group)	2,025	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.)(translation group)	1,065	CB
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC)(CLC)(administrative ser- vices group)	4,740	B
Government of Canada (Treasury Board)**	PSAC (CLC)(auditing group)	2,500	B
Government of Canada (Treasury Board)**	PSAC (CLC)(correctional group, supervisory and non-supervisory)	3,605	B
Government of Canada (Treasury Board)**	PSAC (CLC)(data processing group)	2,895	B

**Federal jurisdiction.

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC)(education group)	3,365	C0
Government of Canada (Treasury Board)**	PSAC (CLC)(engineering and scientific support group)	7,905	B
Government of Canada (Treasury Board)**	PSAC (CLC)(financial administration group)	1,550	B
Government of Canada (Treasury Board)**	PSAC (CLC)(fire fighters group, supervisory and non-supervisory)	1,535	B
Government of Canada (Treasury Board)**	PSAC (CLC)(general labour and trades group, supervisory and non-supervisory)	19,935	B
Government of Canada (Treasury Board)**	PSAC (CLC)(general services group, supervisory and non-supervisory)	13,610	B
Government of Canada (Treasury Board)**	PSAC (CLC)(general technical, social science support and technical inspection groups)	4,535	B
Government of Canada (Treasury Board)**	PSAC (CLC)(hospital services, supervisory and non-supervisory)	4,155	B
Government of Canada (Treasury Board)**	PSAC (CLC)(information services group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC)(lightkeepers, supervisory and non-supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC)(office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC)(programme administration group)	21,510	B
Government of Canada (Treasury Board)**	PSAC (CLC)(purchasing and supply group)	1,315	B
Government of Canada (Treasury Board)**	PSAC (CLC)(ships' crews, supervisory and non-supervisory)	2,970	B
Government of Canada (Treasury Board)**	PSAC (CLC)(welfare programme group)	1,560	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC)(production and office empls.)	725	B
St. Lawrence Seaway Authority, Quebec and Ontario**	Railway, Transport and General Workers (CLC)	1,200	B
Geo-Security Motorways, Ont., Man., Sask. and Alta.**	Teamsters (Ind.)(warehousemen, drivers, etc.)	675	B
Steinberg's Ltd., Ottawa and other centres, Ont., and Hull and Gatineau, Que.	Retail Clerks (AFL-CIO/CLC)	1,055	B

**Federal jurisdiction.

Negotiations in Progress during February 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg't Stage
Swift Canadian Co., Ltd., Moncton, N.B., Toronto, Ont., St. Boniface, Man., Edmonton and Lethbridge, Alta. and Richmond, B.C.	Foodworkers (AFL-CIO/CLC)	1,900	B

Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1977

Employer and Location	Union	No. of Empls.
ACF Canada Ltd., Carter Carburetor Div., Bramalea	Machinists (AFL-CIO/CLC)	250
American Can of Canada, Malton	Sheet Metal Workers (AFL-CIO/ CLC)	200
American Can of Canada, Hamilton and Simcoe	CLC-Directly Chartered	1,069
Arrow Co., Div. of Cluett, Peabody & Co. Canada, Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	850
Borg-Warner (Canada) Ltd., Long Mfg. Div., Oakville	Auto Workers (CLC)	410
Budd Automotive Co. of Canada, Kitchener	Auto Workers (CLC)	2,200
Canada Packers, Walkerton	Foodworkers (AFL-CIO/CLC)	270
Canadian Admiral Corporation, Mississauga	Electrical Workers (IUE) (AFL-CIO/CLC)	730
Controls Co. Canada, St. Thomas	Steelworkers (AFL-CIO/CLC)	200
Crouse-Hinds Canada, Toronto	Auto Workers (CLC)	222
Domglas Ltd., Hamilton	Glass and Ceramic Workers (AFL-CIO/CLC)	800
Dominion Bridge Co., Mount Dennis Plant, Toronto	Steelworkers (AFL-CIO/CLC)	352
Domtar Chemicals, Sifto Salt Div. Mine, Goderich	Chemical Workers (CLC)	203
Durham Board of Education	CUPE (CLC)	366
Eltra of Canada Prestolite Co., Point Edward, Maple and Toronto	Auto Workers (CLC)	740
John Forsyth Co., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	500
Hamilton Street Railway Co.	Transit Union (AFL-CIO/CLC)	600
Hawker Siddeley Canada, Canadian Car Div., Thunder Bay	Auto Workers (CLC)	860
Holmes Foundry, Sarnia	Auto Workers (CLC)	406
Imperial Oil Enterprises Ltd., Refinery Petroleum Products, Sarnia	Independent Local Union	797
Inglis Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	800
Lever Detergents, Toronto	Chemical Workers (AFL-CIO/CLC)	380
Ralph Milrod Metal Products, Mississauga	Machinists (AFL-CIO/CLC)	338
National Grocers Co., Intercity	Teamsters (Ind.)	250
North York Borough Hydro-Electric Commission	CUPE (CLC)	325
Ontario Hydro, province-wide	CUPE (CLC)	13,320
Ontario Provincial Police Force, province-wide	Police Assn. (Ind.)	3,935

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1977 (Cont'd)

Employer and Location	Union	No. of Empls
Oshawa City Corp., Works Maintenance Div.	CUPE (CLC)	23
Ottawa Board of Education	CUPE (CLC)	60
Ottawa City Hydro-Electric Commission	CUPE (CLC)	20
Philips Electronics, Scarborough	Electrical Workers (IBEW)(AFL-CIO/CLC)	25
Polysar Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	1,53
Rockwell International of Canada, Chatham and Milton	Auto Workers (CLC)(hourly-rated empls.)	1,20
Salada Foods, Toronto	Bakery Workers (AFL-CIO/CLC)	20
Sangamo Co., Toronto	Machinists (AFL-CIO/CLC)	31
Scarborough Public Utilities Commission, Hydro, Water and Garage	Electrical Workers (IBEW)(AFL-CIO/CLC)	24
Simmons Ltd., Bramalea	Labourers (AFL-CIO/CLC)	24
Supreme Aluminum Industries, Toronto and Pickering	Employees Assn. (Ind.)	40
Treasury Board of Canada, Foreign Affairs Group, province-wide	Professional Institute of the Public Service of Canada (Ind.)	35
Union Carbide Canada, Carbon Products, Welland	Electrical Workers (UE)(CLC)	52
Upper Lakes Shipping, province-wide	Railway Transport and General Workers (CLC)	50
Windsor Raceway Holdings, Mutuel Empls.	Service Employees (AFL-CIO/CLC)	22
Windsor Utilities Commission	Electrical Workers (IBEW)(AFL-CIO/CLC)	33
John Wood Ltd., Toronto	Auto Workers (CLC)	32

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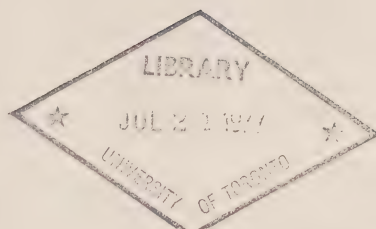
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ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
MARCH 1977

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1977 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is included only when it is specifically stated in the settlement. It is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in March 1977 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in March 1977. Letter codes have been used to indicate the stage of the negotiations. These codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in April 1977.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

April 27, 1977

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Highlights

Rubber Industry Settlement. A three-year renewal agreement was concluded between Firestone Canada in Hamilton and its 1,300 production and warehouse employees represented by the United Rubber Workers (URW), Local 113. The new contract, replacing a previous agreement which expired on February 25, 1977, provided a general wage increase totalling 74 cents per hour in three annual instalments, increased shift premiums and a number of improvements in welfare and pension benefits. Skilled trades received additional 10-cents-per-hour increases in the first and second years of the contract. The 23-cent cost-of-living allowance generated under the previous agreement was continued as a float, with 6 cents diverted to finance a new dental plan. The new contract also contained an uncapped COLA formula providing a one-cent adjustment for each .3 rise in the Consumer Price Index, to be paid quarterly and included in overtime and vacation pay calculations. The previous COLA clause (the first in the North American rubber industry), with a .45 adjustment factor and 3.5 point trigger, was obtained by the URW in 1974 following an industry-wide strike. This formula was subsequently improved upon in the U.S. last year when the union struck the four major tire manufacturers and obtained a COLA provision incorporating a .3 factor in the third year of the agreements.

The Firestone Canada settlement is likely to establish an industry pattern for the remaining major tire and rubber manufacturers in Ontario, including Goodyear, Goodrich and Uniroyal, whose URW contracts, covering about 7,000 employees in total, expire between February and October 1977.

Can Industry Settlements. A 9½-month extension of the current three-year agreement which expired March 14, 1977 was negotiated between American Can of Canada and Can Workers' Union (CLC) representing 1,500 workers at the company's plants in Hamilton, Simcoe and Montreal. The agreement provided a wage increase of 17 cents per hour and maintained the present cost-of-living escalator with a .325 adjustment factor. During the past two years, the formula generated a \$1.54 allowance of which \$1.17 was incorporated into the wage rates, leaving a 37-cent float. Conventionally, the Canadian can industry agreements are modeled on the master pact negotiated jointly by four major U.S. can producers and the United Steelworkers of America. Since the U.S. master pact does not expire until October 1977, the American Can of Canada extension agreement stipulates a retroactive implementation of wage and pension benefits produced by a subsequently negotiated contract. Similar terms, in a 12-month extension agreement, were accepted by 230 members of the Sheet Metal Workers at the American Can plant in Malton.

Auto Parts Settlements. Three settlements covering a total of 2,230 members of the United Auto Workers (UAW) were concluded in March at the post-conciliation bargaining stage. The resultant five agreements generally followed the basic industry pattern established last fall by the "Big Three" auto

manufacturers.

A master agreement covering 1,200 hourly employees at Rockwell International of Canada plants in Chatham and Milton contained general wage increases of 77 cents per hour over three years, with an additional 35 cents for skilled tradesmen and a COLA fold-in of \$1.24 for non-incentive workers. Other features included a continuation of the existing cost-of-living formula, higher shift premiums, an increased number of paid holidays and various improvements in welfare and pension benefits. For the first time in Canada the employer also agreed to contribute to a fund providing paid educational leave for selected members attending union training courses.

Three local agreements covering 620 employees of the Prestolite Company (Division of Eltra Canada) in Sarnia, Toronto and Maple were based on a national agreement between Eltra Corporation of New York and various UAW locals. The Canadian settlement included a general wage increase of 70 cents per hour over three years, a COLA fold-in of 43 cents plus additional skilled trades adjustments, improved holidays, health, welfare and pension benefits, and an amended cost-of-living escalator. Two cents of a 45-cent allowance generated under the previous cost-of-living formula and a part of future allowances were to be diverted to off-set negotiated benefit costs. A three-year renewal agreement covering 410 UAW members employed by the Long Manufacturing Division of Borg-Warner (Canada) provided general wage increases totalling 69 cents, a COLA fold-in of \$1.24, additional skilled trades adjustments, and improvements in the cost-of-living formula, and a number of other fringe benefit provisions.

Petroleum Settlements. Six major contracts, covering a total of 3,800 members of the Oil and Chemical Workers (OCAW) working at oil and chemical companies in various Ontario locations expired between January 31 and March 8, 1977. Negotiations for the 1977 agreements began in January, following the conclusion of a new Gulf Oil national agreement, the traditional pattern-setter in the oil industry. Negotiations at some Ontario plants were delayed by appeals to the AIB against last year's wage roll-backs, which reduced compensation increases in three agreements to the 10.2 per cent guideline from the 10.9 to 13.6 per cent increases originally negotiated.

The first 1977 settlement in Ontario was accepted in February by 395 OCAW members at the Gulf Oil Clarkson Refinery in Oakville. The one-year contract, identical to the national agreement, provided an 8 per cent wage increase plus additional adjustments for skilled trades, increased shift premiums and improved meal allowances. In March, 1,530 OCAW members at Polysar in Sarnia ratified a one-year renewal agreement reached with the assistance of a provincial mediator. The general wage increase was also 8 per cent, and other negotiated improvements included

increased shift premiums, double-time for all overtime hours worked and a new early retirement program. At the end of March, negotiations between OCAW and Shell Canada, Fiberglas Canada, Dow Chemical (all of Sarnia) and Texaco's Port Credit Refinery were continuing.

Hospital Paramedical Settlement. Last year, the Ontario Public Service Employees Union (OPSEU) and 36 Ontario hospitals bargained on a provincial basis for the first time on behalf of about 2,000 paramedical employees. A master agreement reached through the arbitration process in June 1976 standardized pay rates, working conditions and benefits and established a common expiry date of December 31, 1976 for all 36 contracts. The proposed salary increases were subsequently reduced following an AIB rollback of the original settlement terms. The 1977 negotiations were again conducted on a province-wide basis, although two hospitals taking part in last year's joint talks (Toronto General and Oakville-Trafalgar Memorial) dropped out and two others joined the group for the first time (Sault Ste. Marie and Welland County General Hospital). The new settlement, reached with the assistance of a provincial mediator on March 3, provided a 6 per cent general wage increase over one year and some minor changes in benefits, subject to AIB approval. Employees at Sault Ste. Marie General Hospital, whose agreement expired March 31, 1977, received a 4 per cent wage increase over 9 months.

Municipal Settlements. Eleven one-year renewal agreements covering a total of 12,000 civic employees, represented by the Canadian Union of Public Employees (CUPE), were concluded during March. All of the contracts provided an 8 per cent general wage increase plus some improvements in benefits, continuing a pattern which emerged the previous month in CUPE settlements for inside employees of the Hamilton-Wentworth Regional Municipality and outside employees of the City of London. The largest of the March settlements involved 9,700 inside and outside employees of Toronto City and Metropolitan Toronto Municipality, covered by four separate contracts. Agreement was reached with the help of a provincial mediator and, apart from the 8 per cent general wage increase, other improvements included an increase in shift differentials and amendments in protective clothing, bereavement leave and maternity leave provisions. A triggered cost-of-living clause won by the union last year was continued in the new contract. Similar agreements were subsequently concluded in direct bargaining by CUPE locals representing a total of 1,600 employees of East York, Scarborough and York Boroughs. In addition, these groups succeeded in obtaining for the first time a cost-of-living clause similar to that in the Toronto City and Metro Toronto contracts. Two CUPE locals representing civic employees in North York Borough agreed to accept the wage and benefit package negotiated by the Toronto and Metro locals, but negotiations subsequently became deadlocked over a number of non-monetary issues which remained unresolved at the end of March.

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FOOD AND BEVERAGE

Libby, McNeill & Libby of Canada, Limited (Chatham Plant) at Chatham - Local 127, Auto Workers (CLC): A 27-month renewal agreement effective from November 1, 1976 to January 31, 1979, covering 207 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Nov. 1/76</u>	<u>Nov. 1/77</u>	<u>Nov. 1/78</u>
	COLA	59¢		
	Fold-in			
	General	40¢	30¢	20¢
	Increases			
	Skilled Trades	25¢	15¢	10¢
	Adjustments			
	Group 1	\$5.27	\$5.57	\$5.77
	(Light	(\$4.28)		
	Production)			
	Group 15	\$7.16	\$7.61	\$7.91
	(includes	(\$5.92)		
	Electrician)			
Cost-of-Living Allowance:	1¢ per hour for each .4 (.5) change in the Consumer Price Index, where 1971=100 (previously, 1961=100). To be adjusted quarterly (unchanged) with a 15-cent cap (new) in the first year of the agreement.			
Probationary Period:	45 (90) days for skilled trades journeymen, 90 days (unchanged) for all other employees.			
Shift Premium:	18¢ (15¢) for afternoon shift; 25¢ (20¢) for the Cleanup shift.			
Lead Hand Premium:	Effective November 1, 1977, 50¢ (40¢) per hour for skilled tradesmen co-ordinating or supervising employees. 25¢ (20¢) per hour for skilled tradesmen self-supervising or leading tradesmen, and for production employees.			
Paid Holidays:	Effective in November 1977, Armistice Day is added for a total of 13 (12) days.			
Holiday Pay:	Double time for all hours worked on the holiday plus holiday pay at the current day's rate (unchanged) or at the previous day's rate, if higher (new).			
Paid Vacations:	Effective in the 1977 vacation year, 4 weeks after 14 (15) years' service and 5 weeks after 21 (22) years' service. Effective in the 1978 vacation year, 5 weeks after 20 years' service.			
	Effective in the 1977 vacation year, employees with 30 or more years' service receive a sixth week of vacation (new), but on a banking basis only, to a maximum of 10 weeks upon retirement under the Pension Plan.			
Bereavement Leave:	Bereavement leave is recognized for employees on vacation (new).			

Health and Welfare: Weekly Indemnity Plan - Effective March 9, 1977, 2 weeks' leave for each credited year of service and pay at 66 2/3% (50%) of employee's salary. Payments commence on the first (fourth) day of hospitalization and the fourth day of unhospitalized illness or injury, to a maximum of 52 weeks.

Pension Plan: Basic Benefit - Effective November 1, 1976, \$8.00 (\$7.00) per month per year of service. Effective November 1, 1977, \$8.50 per month per year of service.

Present pensioners receive an additional \$1.00 per month per year of service.

Disability Pension - Minimum disability pension is \$175 (\$150) per month for employees retiring due to permanent and total disability.

Survivor Pension - Service requirement for eligibility is 15 (20) years' service.

Clothing Allowance: Effective November 1, 1976, \$60 (\$40) per year. Effective November 1, 1977, \$65 per year.

Meal Allowance: Allowance is \$2.00 (\$1.45) if cafeteria is open. \$2.50 (new) is added to employee's cheque if cafeteria is closed.

Safety Shoe Allowance: Employer pays \$10 per pair, to a maximum of 2 pairs per year. (Previously, \$4 per pair with no maximum set as to number of pairs per year.)

Tool Insurance: Maximum claim is \$1,000 (\$500) per year.

Supplementary Unemployment Benefit: Employer Contribution - 8¢ (5¢) per hour.
Benefit - All SUB and Short Work Week Plans provide a maximum benefit of \$80 (\$70) per week.

Dempster's Bread, Division of Corporate Foods Limited at Toronto - Local 647, Teamsters (Ind.): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 345 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/77
	General Increase	20¢*
	Feeder Packer	\$5.61 (\$5.41)
	Electrician	\$7.35 (\$7.15)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Paid Meal Period: ½ hour paid meal period (new).

The Great Atlantic and Pacific Company of Canada Limited at Toronto - Local 264, Bakery Workers (AFL-CIO/CLC): A 12-month renewal agreement, effective from March 13, 1977 to March 12, 1978, covering 275 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 13/77</u>
	General Increase	9%*
	General Help-Light Duties	\$5.88 ((\$5.39))
	Machinist	\$8.01 ((\$7.35))

*Note: 3% of the increase is being withheld pending Anti-Inflation Board approval.

Shift Premiums: 0 - 22¢ - 22¢ (0 - 20¢ - 20¢).

Paid Vacations: 6 weeks (new) after 30 years.

Safety Shoe Allowance: \$24 (\$15) per year.

Weston Bakeries Limited, Dupont Street Plant at Toronto - Local 647, Teamsters (Ind.) (production employees): A 24-month renewal agreement effective from January 1, 1977 to December 31, 1978, covering 275 employees, settled at the post-mediation bargaining stage. Duration of negotiations - 4½ months.

Wages: Full retroactivity on wages for all hours worked since January 1, 1977 for employees on the active payroll as of February 10, 1977.

Effective	<u>Feb. 10/77</u>	<u>Jan. 1/78</u>
General Increases	65¢*	50¢*
Code #45 (Production Help)	\$5.86 ((\$5.21))	\$6.36
Code #50 (Maintenance Mechanic)	\$7.55 ((\$6.90))	\$8.05

*Note: Increases are subject to approval by the Anti-Inflation Board. 45¢ is payable immediately.

Inflation Allowance: 20¢ per hour (unchanged).

Health and Welfare: Dental Plan - If approved by the AIB, payment of benefits is based on the 1976 (1974) fee schedule.

RUBBER AND PLASTICS PRODUCTS

Firestone Canada Ltd.-Ltée at Hamilton - Local 113, United Rubber, Cork, Linoleum and Plastic Workers of America (AFL-CIO/CLC) (plant and warehouse empls.): A 36-month renewal agreement effective from Feb. 26, 1977 to Feb. 25, 1980, covering 1,300 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 26/77	Feb. 26/78	Feb. 26/79
	General Increases	30¢	24¢	20¢
	Adjustments (Skilled Trades)	10¢	10¢	
	Janitor-General Plant	\$5.48 (\$5.18)	\$5.72	\$5.92
	Journeyman Electrician	\$7.28 (\$6.88)	\$7.62	\$7.82

Cost of Living Allowance: The 23¢ allowance generated under the previous agreement will continue to float throughout this agreement.

1¢ per .3 rise in the Consumer Price Index (1971=100), uncapped, paid quarterly and included in overtime and vacation pay calculations. The first year base will be the average CPI for the 3-month period Dec. 1976 - Feb. 1977. (Previous formula: 1¢ per .45 rise in the CPI (1961=100) after an increase of 3.5% in the index.)

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Health and Welfare: Life Insurance - \$11,500 (\$9,500) coverage.

Weekly Indemnity - 66 2/3% of earnings to a maximum of \$147 (\$125) per week. Minimum remains at \$100 per week.

Dental Plan (new) - A basic preventative plan to be introduced and financed by setting aside 6¢ per hour of the cost of living allowance generated under the previous agreement.

Pension Plan: Basic Benefit - Effective the first year, \$10.25 (\$9.25); effective the second year, \$11.00; and effective the third year, \$11.75 per month per year of service.

Supplementary Benefit, Type A - Effective the first year, \$9.50 (\$8); effective the second year, \$9.25; and effective the third year, \$9.00.

Supplementary Unemployment Benefit Fund: Employer's contribution ranges from 2¢ to 12¢ (2¢ to 10¢) per hour, according to level of fund.

TEXTILE

Amoco Fabrics Company, Patchogue Plymouth Division, a Division of Amoco Canada Petroleum Company Limited at Hawkesbury - Local 2-600, Woodworkers (AFL-CIO/CLC): A 12-month renewal

agreement effective from December 31, 1976 to December 30, 1977, covering 350 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages: Settlement pay of \$30.

Effective	<u>Dec. 31/76</u>
General Increase	31¢*
Labourer	\$4.13 (\$3.82)
Electrician Class 1	\$6.77 (\$6.46)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premium: 0 - 15¢ - 20¢(0 - 12¢ - 15¢).

Bereavement Brother-in-law and sister-in-law included in up to 3
Leave: days' paid leave (new).

CLOTHING

Arrow Company (subsidiary of Cluett, Peabody & Co. of Canada Ltd.) at Kitchener and Hamilton - Locals 303-B and 521-B, Amalgamated Clothing and Textile Workers' Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 4, 1977 to Apr. 1, 1979, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 4/77</u>	<u>Apr. 3/78</u>	<u>Oct. 3/78</u>
	General Increases	8%	6%	2%
	Swatcher Cat. 1 (after 3 months)	\$2.94 (\$2.72)	\$3.12	\$3.18
	Mechanic (after 2 years)	\$6.29 (\$5.82)	\$6.67	\$6.80

Paid Holidays: One floating holiday added in 1979 for a total of 8 statutory and 2 floating holidays.

Paid Vacation: Effective in 1978: 1 week with 4% of pay for less than 1 year of service, 2 weeks after 1 year, 3 weeks after 6 (7) years, 4 weeks after 18 (20) years and 5 weeks after 27 (30) years.

Effective in 1979: 3 weeks after 5 years, 4 weeks after 15 years, 5 weeks after 25 years, 5 weeks plus 1 day after 36 years and an additional day for each year of service to 6 weeks after 40 years.

Health and Welfare: O.H.I.P. - In addition to amendments providing extension of coverage as required under Ontario human rights legislation, effective Oct. 1, 1977 the employer will

resume 100% responsibility for payment of premiums at the currently billed rate. As in the previous agreement, increases in premium rates will be borne equally by the employer and the employee.

Life Insurance - In accordance with Ontario human rights legislation, \$4,000 coverage has been extended to any male or female employee not classified as single. Single employees continue to have \$2,000 coverage. (Previously, \$4,000 coverage was limited to employees considered heads of households.)

Bereavement Leave: Effective Oct. 1, 1977, provision for 1 day of paid leave extended to include bereavement for a grandparent, a brother-in-law or a sister-in-law. The provision applies only in those cases when the day of the funeral corresponds with a regularly scheduled work day.

John Forsyth Company Ltd. at Kitchener and Waterloo - Local 303-B, Amalgamated Clothing and Textile Workers' Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 4, 1977 to Apr. 1, 1979, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 4/77</u>	<u>Apr. 3/78</u>	<u>Oct. 3/78</u>
General Increases		8%	6%	2%
Night Janitor		\$3.24-\$3.90 (\$3.00-\$3.61)	\$3.43-\$4.13	\$3.50-\$4.21
Sewing Machine Mechanic		\$6.56 (\$6.07)*	\$6.95	\$7.09

*The amount shown here reflects the upward adjustment made during the agreement terminating Mar. 31, 1977 in response to increased skills achieved through training programs.

Paid Holidays: One floating holiday added in 1979 for a total of 8 statutory and 2 floating holidays.

Paid Vacation: Effective in 1978: 1 week with 4% of pay for less than 1 year of service, 2 weeks after 1 year, 3 weeks after 6 (7) years, 4 weeks after 18 (20) years and 5 weeks after 27 (30) years.

Effective in 1979: 3 weeks after 5 years, 4 weeks after 15 years, 5 weeks after 25 years, 5 weeks plus 1 day after 36 years and an additional day for each year of service to 6 weeks after 40 years.

Health and Welfare: O.H.I.P. - In addition to amendments providing extension of coverage as required under Ontario human rights legislation, effective Oct. 1, 1977 the employer will resume 100% responsibility for payment of premiums at the currently billed rate. As in the previous agreement, increases in premium rates will be borne equally by the employer and the employee.

Life Insurance - In accordance with Ontario human rights legislation, \$4,000 coverage has been extended to any male or female employee not classified as single. Single employees continue to have \$2,000 coverage. (Previously, \$4,000 coverage was limited to employees considered heads of households.)

Bereavement Leave: Effective Oct. 1, 1977, provision for 1 day of paid leave extended to include bereavement for a grandparent, a brother-in-law or a sister-in-law. The provision applies only in those cases when the day of the funeral corresponds with a regularly scheduled work day.

WOOD

Weldwood of Canada Limited, Longlac Division at Longlac - Local 2693, Carpenters (AFL-CIO/CLC): A 29-month renewal agreement effective from January 1, 1976 to May 31, 1978, covering 340 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 11½ months.

Wages:	Effective	Jan. 1/76	Jan. 1/77
	General	71¢*	55¢
	Increases		
	Additional Adjustment	25¢ for Millwright Class "A", Millwright I, Electrician Class "A", Electrician I, and Mechanic Class "A"; 10¢ for Millwright II and Electrician II	
	Dryer Feeder	\$5.12 (\$4.41)	\$5.67
	Electrician Class "A"	\$6.77 (\$5.81)	\$7.32

*Note: Increases are subject to approval by the Anti-Inflation Board.

Vacation Pay: 4% vacation pay for employees with up to 4 (5) years' service, 6% vacation pay for employees with 4 (5) years' service and 8% vacation pay (new) after 11 years' service.

Health and Welfare: Life Insurance and A. D. & D. - \$15,000 (\$10,000) coverage.
Weekly Indemnity Plan - Maximum benefit is \$147 (\$120) per week.

Paid Meal Periods: All lunchbreaks, which shall be 20 minutes long, are paid. (Previously, 30-minute lunchbreaks on one and two-shift operations were unpaid.)

METAL FABRICATING

Foster Wheeler Limited at St. Catharines - Local 6519, Steelworkers (AFL-CIO/C1C):

A 24-month renewal agreement effective from February 5, 1977 to February 2, 1979, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 7/77	Feb. 6/78
General Increases		42¢ [*]	35¢
Job Class Increments		14¢ (13¢)	15¢
Labourer (Class 2)		\$4.68 (\$4.25)	\$5.04
Tool Maintenance (Class 17)		\$6.78 (\$6.20)	\$7.29

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Provision: The 45¢ generated by the COLA clause contained in the previous agreement will continue as a float. The cost of living provision is inoperative throughout current agreement.

Shift Premium: 0 - 21¢ - 27¢ (0 - 17¢ - 21¢).

Paid Holidays: Effective in 1978, one floating day is added for a total of 12 (1 days).

Paid Vacations: Effective in 1978, 3 weeks after 6 (8) years.

Health and Welfare: Welfare Plan - Employer pays 50% of cost of future increases. (Previously, employee paid 100% of cost of increases.)

Life Insurance - Effective April 1, 1977, \$5,500 (\$4,500) for single employees, \$9,000 (\$8,000) for married employees. Effective February 1, 1978, \$6,000 for single employees and \$10,000 for married employees.

Weekly Indemnity Plan - Effective April 1, 1977, benefits are 66 2/3% of weekly earnings to a maximum of \$130 (\$113) per week, payable, as previously, on a 1-4-26 basis. Effective February 1, 1978, maximum increases to \$135 per week.

OHIP - Employer pays 100% of cost of premium in effect April 1, 1977 (April 22, 1974).

Pension Plan: Effective January 1, 1978, \$7.00 (\$6.50) per month per year of service after January 1, 1969. Effective January 1, 1979 \$7.50.

Safety Shoe Allowance: Effective February 6, 1978, \$16 (\$8) per year.

American Can of Canada Ltd. at Hamilton and Simcoe, Ont. and Montreal, Qué.
- CLC Chartered Locals 353, 354, and 535 (Can Workers' Federal Unions): The current agreement effective from

Mar. 15, 1974 to Mar. 14, 1977 has been extended 9½ months to Dec. 31, 1977. The extension agreement covering 1,500 employees was settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 15/77</u>
	General Increase	17¢
	Job Class Increment	.002¢ (average)
	Job Grade 1 (includes Labourer)	\$6.15 (\$5.98)*
	Job Grade 23 (includes Diemaker)	\$8.10 (\$7.935)*
	*Previous rates include COLA adjustments of 65¢ effective Apr. 15, 1975 and 52¢ effective Apr. 15, 1976, incorporated into the wage structure on those dates.	
Cost of Living Allowance:	1¢ per .325 change in the Consumer Price Index (1961=100), calculated quarterly, will continue. There is a current float of 37¢ per hour.	
Retroactivity of Future Benefits:	<u>Wage Increase</u> - If the first year general wage increase in the subsequent agreement exceeds the general wage increase in this extension agreement, the excess will be paid retroactively to Mar. 15, 1977.	
	<u>Pension Plan</u> - Any improvements made to the pension plan will be extended to pensioners retiring between Mar. 15, 1977 and Dec. 31, 1977.	

American Can of Canada Limited at Malton - Local 487, Sheet Metal Workers (AFL-CIO/CLC): The current agreement which was due to expire March 14, 1977 has been extended 12 months, to March 14, 1978. Wages, only, improved. The agreement covers 230 employees and was settled at the bargaining stage.

Wages:	Effective	<u>Mar. 15/77</u>
	General Increase	17¢
	Job Class Increment	0¢ - 7¢
	Job Group 4 (includes General Labour)	\$6.365 (\$6.125)
	Job Group 23 (includes Diemaker)	\$8.070 (\$7.840)
	Previous rates reflect COLA fold-ins on April 15, 1975 and April 15, 1976 totalling \$1.17.	
Cost-of-Living Allowance:	The 37-cent COLA float continues and is considered as an "add-on".	

1¢ per hour for each full .325 of a point change in the Canada Consumer Price Index, where 1961=100 (no change). To be adjusted quarterly.

Supreme Aluminum Industries Ltd. at Scarborough and Pickering - Employee Council Representatives of Supreme Aluminum Industries Ltd. (Ind.):
A 12-month renewal agreement effective from April 4, 1977 to March 31, 1978, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages: Effective Apr. 4/77

COLA Fold-in \$12.96 per week

General Increase 3%

Office

Grade 60 (includes Clerk Jr.) \$153 - \$166
(\$136 - \$148)

Grade 65 (includes Clerk Sr.) \$213 - \$238
(\$194 - \$218)

Non-Office

Grade 12 (includes Sub-assem. Packer) \$157 - \$165
(\$139 - \$147)

Grade 03 (Machinist III) \$237 - \$261
(\$217 - \$240)

Probationary period is 12 weeks. Maximum rates reached after increases at 6 weeks and one year and after one subsequent merit increase. Minimum rates shown are received after 6 weeks' service.

Cost-of-Living Provision: Discontinued.

Wage Protection: If the rate of inflation exceeds 8%, there will be a 1% increase in wages for each 1% increase in the Consumer Price Index over the 8%.

Health and Welfare: A. D. & D. - Employer pays 50% (new) of cost of premiums for plan offering benefits of \$10,000.

Weekly Indemnity Plan - Maximum benefit is \$147 (\$133) for the first 15 weeks of disability and \$73.50 (\$66.50) for the subsequent 10 weeks of the same.

OHIP - Employer pays 100% (60%) of cost of premiums.

Clothing Allowance: Employer pays 100% (50%) of the rental cost of 2 (1) pairs of coveralls per week.

John Wood Limited, Toronto Plant at Toronto - Local 124, Auto Workers (CLC): A 12-month renewal agreement effective from March 15, 1977 to March 14, 1978, covering 325 employees, settled at the conciliation officer stage. Duration of negotiations - 1½ months.

Wages:	Effective	Mar. 15/77
	General Increase	20¢
	Additional Adjustment	40¢ for Skilled Trades; 10¢ for non-incentive employees. Some job up-gradings.
	Group 10-C (includes Assembler)	\$4.04 (\$3.84)
	Tool and Die Maker	\$6.58 (\$5.98)
Cost-of-Living Allowance:	Current COLA add-on is \$1.47. 1¢ per hour for each .6 change in the Consumer Price Index, where 1947=100. To be adjusted annually and paid as an add-on.	
Paid Vacation:	3 weeks after 5 (8) years' service, 4 weeks after 12 (16) years and 5 weeks (new) after 25 years.	
Pension Plan:	<u>Basic Benefit</u> - \$6.50 (\$5.50) per month per year of service. 30-year cap on service is removed. Pension Plan changes are applicable to those retiring after March 15, 1977.	

TRANSPORTATION EQUIPMENT

Long Manufacturing Division, Borg-Warner (Canada) Limited at Oakville - Local 1256, Auto Workers (CLC): A 36-month renewal agreement effective from March 16, 1977 to March 15, 1980, covering 410 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	Mar. 16/77	Mar. 16/78	Mar. 16/79
	General Increases	28¢	20¢	21¢
	COLA Fold-in	\$1.24		
	Additional Adjustments	15¢ for skilled trades	10¢ for skilled trades	
	Stock Handler	\$6.77 (\$5.25)	\$6.97	\$7.18
	4th Class Stationary Engineer	\$7.74 (\$6.07)	\$8.04	\$8.25

Cost-of-Living Allowance: \$1.24 of the \$1.33 accumulated under the previous agreement has been incorporated into the wage structure leaving 9¢ to continue as a float. 1¢ per hour per 0.3 (0.35) increase in the Consumer Price Index (1971=100), to be adjusted quarterly.

Paid Holidays: One extra day per year to provide for two weeks Christmas shutdown.

Paid Vacations: Effective in 1978, 4 weeks after 14 (15) years. Effective in 1979, 4 weeks after 13 years. Vacation bonus of 2 days' pay per year.

Bereavement Leave: Grandparents-in-law included in up to 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective in 1977, \$12,000 (\$10,000). Effective in 1978, \$13,000. Effective in 1979, \$14,000.

Weekly Indemnity Plan - Effective in 1977, benefits increase to \$147 (\$130) per week, payable, as previously, on a 1-1-8-52 basis. Effective in 1978, \$160 per week. Effective in 1979, \$175 per week.

Dental Plan - Effective April 1, 1977, the plan will pay the Ontario Dental Association schedule of fees which is current at any given time (previously 1973 schedule of fees). Maximum lifetime orthodontic coverage is \$650 (new).

Vision Care - Effective April 1, 1978, employer pays 100% of cost of vision care plan.

Prosthetic Appliances - Effective April 1, 1977, employer pays 100% of cost of plan providing payment in full for reasonable and customary charges.

Extended Disability Benefit - 55% (50%) of weekly earnings for employee with 10 or more years of service.

Pension Plan: Basis Benefit - Effective in 1977, \$10 (\$9.50) per month per year of service. Effective in 1978, \$10.50. Effective in 1979, \$11 per month per year of service.

Early Retirement - Employees at age 55 with 30 or more years of service may retire with full earned pension benefits.

Transition and Bridge Survivor Incomes Benefit - \$250 - \$275 (\$200 - \$225) per month.

Surviving Spouse Option Basic Benefit - 60% (55%) of the retiree's reduced pension benefit for surviving spouse.

Prestolite Company (Division of Eltra of Canada Ltd.) at Sarnia, Toronto and Maple - Locals 252, 421 and 456, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (production and office empls.):
Three 36-month renewal agreements effective from Mar. 1, 1977 to Feb. 29, 1980, covering a total of 620 employees, settled at the post conciliation bargaining stage.
Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/77</u>	<u>Mar. 1/78</u>	<u>Mar. 1/79</u>
	COLA Fold-in	43¢		
	General Increases	50¢	10¢	10¢
		(see note under Dental Plan)		

	<u>Mar. 1/77</u>	<u>Mar. 1/78</u>	<u>Mar. 1/79</u>
Adjustments			
<u>Skilled Trades</u>			
Factory	47¢	25¢	25¢
Office	47¢	10¢	10¢
Material Handler	\$5.36	\$5.46	\$5.56
(Sarnia)	(\$4.43)		
Tool & Die Maker	\$7.06	\$7.41	\$7.76
(Sarnia)	(\$5.66)		

Cost of Living Allowance: The previous formula generated a 45-cent allowance. 2¢ was reserved for the funding of the dental plan and 43¢ folded into the wage structure. A 5¢ float carried forward from the 1971-74 agreement is continued.

Effective Mar. 1, 1978, quarterly adjustments of 1¢ for each .35 change in the Consumer Price Index for Canada (1971=100) between the period Nov. 1977 and Jan. 1978, uncapped. 2¢ per year will be set aside from the allowance paid in the 1978 and 1979 contract years to be used to offset negotiated benefit costs.

(Previously, 1¢ per .4 increase in the CPI (1961=100) with a minimum of 9¢ and a maximum of 15¢ per year.)

Paid Holidays: Two new undesigned holidays over the 3-year term in addition to the present 13 paid holidays per year.

Health and Welfare: Life Insurance - \$8,000 (\$6,000) coverage, employer paid. \$4,000 optional additional coverage.

A.D. & D. - \$7,000 (\$5,000) coverage, employer paid. \$4,000 optional additional coverage.

Accident & Sickness - \$75 (\$65) per week, employer paid. \$35 optional additional coverage at employee's expense (unchanged).

Dental Plan - The plan will continue to be funded by diversion of monies from other compensatory provisions of the agreement. In addition to the 4¢ diverted in the previous agreement, 3¢ of the originally scheduled 53¢ general wage increase for Mar. 1, 1977, and the 1¢ scheduled increase in the rate of employer contribution to the S.U.B. Plan will be set aside for dental plan funding.

Retiree Life Insurance - \$2,000 (\$1,500) coverage for retirees at age 65 or over.

Health Care Services - Coverage extended to include prescription of certain designated drugs, ambulance service and use of chemotherapy.

Pension Plan: Terms of the previous plan have been "frozen" and a future service plan has been introduced.

Basic Benefits - For service prior to Mar. 1, 1977, \$8.50 per month per year of service (unchanged). For service beyond Mar. 1, 1977, benefit accrual will be as follows:

<u>Effective Dates</u>	<u>Benefit rate accumulation for employees with 30 years of service or less</u>	<u>Benefit rate accumulation for employees with more than 30 years of service</u>
Mar. 1, 1977	\$11	\$14
Mar. 1, 1978	\$11	\$14
Mar. 1, 1979	\$12	\$16
Mar. 1, 1980	\$13	\$16
Mar. 1, 1981	\$14	\$18
Mar. 1, 1982	\$15	\$20

Optional Early Retirement - Employees with 30 or more years of service and at least 56 (58) years of age may retire without penalty adjustments in pension plan benefits.

Employees with 30 years of service but less than 56 years of age will have benefits reduced by 6% for each year that retirement precedes age 56. For retirements under age 49, benefits will be 60% of the possible maximum.

Benefits will be reduced by $\frac{1}{2}\%$ per month for each month that retirement precedes age 62, if service is less than 30 years.

Supplementary Benefits - Employees with 30 or more years of service retiring between Mar. 1, 1977 and Feb. 29, 1980 will receive \$500 per month until age 65 (benefit level unchanged).

Employees with 30 or more years of service retiring between Mar. 1, 1980 and Feb. 28, 1983 will receive \$600 per month until age 65.

In addition to the above supplements, employees retiring with 30 or more years of service will receive from age 62 to age 65 an added benefit of \$8.50 for each year of service over 30 occurring before Mar. 1, 1977 and the applicable future service benefit for each year of service over 30 occurring after Mar. 1, 1977 in accordance with the above table under Basic Benefits.

Transition Payments - Employees 50 years of age or more will be eligible for an additional allowance based on continuous service as of Feb. 28, 1977 in accordance with the following schedule:

<u>Age at Retirement</u>	<u>Monthly Amount</u>
62 or older	\$120
60 to 62	\$100
58 to 60	\$ 80
55 to 58	\$ 60

Lump Sum Retiree Benefit - Upon request by the union, the employer will set aside 2¢ from the cost-of-living allowance for one year beginning Mar. 1, 1978.

Transition and Bridge Benefits - \$250 (\$200) per month.

Supplementary Unemployment Benefit Plan: Employer Contribution - 6¢ (5¢) per hour. The additional 1¢ is to be reserved for partial funding of the dental plan.

Rockwell International of Canada Ltd. at Chatham and Milton - Locals 127 and 1067, International Union, United Automobile, Aerospace and Agricultural Implement workers of America (CLC) (hourly-rated empls.): A 36-month renewal agreement effective from Mar. 16, 1977 to Mar. 15, 1980, covering 1,200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 16/77</u>	<u>Mar. 16/78</u>	<u>Mar. 16/79</u>
	COLA Fold-in (non-incentive workers)	\$1.24		
	General Increases	36¢	20¢	21¢
	Adjustments (skilled trades)	25¢	10¢	
	General Labourer	\$6.63 (\$5.03)	\$6.83	\$7.04
	Electrician	\$7.77 (\$5.92)	\$8.07	\$8.28

Cost of Living Allowance: At the conclusion of the previous agreement incentive workers were receiving an allowance of \$1.83 (55¢ from the 1971-1974 agreement and \$1.28 from the 1974-1977 agreement). This amount will continue to float in the new agreement.

Non-incentive workers had an allowance of \$1.28 floating at the conclusion of the previous agreement. Of this amount, \$1.24 was folded into the wage structure Mar. 16, 1977, leaving a float of 4¢.

The new agreement provides for 11 quarterly adjustments beginning July, 1977 on the same basis as the previous agreement, 1¢ for each .35 change in the Consumer Price Index.

Shift Premium: 0-24¢-27¢ (0-19¢-22¢).

Paid Holidays: General Statutory - 13 days in the first year, 14 days in the second year and 14 days in the third. (Previous agreement provided for 15 days per year.)

Personal Holidays (new) - 3 days in each year of the agreement for a total of 9 days.

Compensated Days (new) - 1 day's pay in lieu of time off to be paid at Christmas during each year of the agreement for a total of 3 days' pay.

Health and
Welfare:

Life Insurance and A.D. & D. - Effective Apr. 1, 1977 \$13,000 (\$11,500); effective Apr. 1, 1978, \$14,500, and effective Apr. 1, 1979, \$15,000.

Survivor Income Benefit Insurance

Transition Survivor Income - Effective Apr. 1, 1978, a maximum of \$275 (\$225) per month for 24 months.

Bridge Survivor Income - Effective Apr. 1, 1978, a maximum of \$250 (\$200) per month.

Extended Disability Benefit - For employees with 10 or more years of service, 55% (50%) of base hourly rate.

Weekly Indemnity - Effective Apr. 1, 1977, \$165 (\$150) per week; effective Apr. 1, 1978, \$180, and effective Apr. 1, 1979, \$195.

Dental Plan - Effective July 1, the fee schedule will be updated to any change in the O.D.A. Schedule. Plan now pays 90% (85%) of eligible expenses. Orthodontic benefits are increased to \$650 (\$500) per person and cover children under 19 years of age. Plan now covers work by licensed denture therapists.

Semi-Private Hospital Coverage for Retirees and Surviving Spouse, Hearing Aid Expense Benefit, Family Vision Care, Prescription Drug Plan, and Durable Medical Equipment Provisions - These health care plans will be adopted, or amended in the case of existing plans, to conform with the "Auto Pattern" provisions established by recent agreements with the "Big Three". Actual details are currently being prepared by the insurance carriers and are not available at this time.

Pension Plan:

Employees Retired Before Sept. 1, 1974 - Effective Apr. 1, 1977, basic benefits will be increased to \$9.35 (\$8.85) per month per year of service; effective Apr. 1, 1978, to \$9.60, and effective Apr. 1, 1979, to \$10.20.

Employees Retired After Aug. 31, 1974 but Before Mar. 16, 1977 - Effective Apr. 1, 1977, basic benefits will be increased to \$9.75 (\$9.50) per month per year of service; effective Apr. 1, 1978, to \$10; and effective Apr. 1, 1979, to \$10.50.

New Retirees - Effective Apr. 1, 1977, basic benefit will be \$10.25 per month per year of service and effective Apr. 1, 1979, \$11.25.

Supplementary Benefit - Prior to Eligibility Age for Statutory Benefits: Effective Apr. 1, 1977, \$10 per month per year of service for a maximum of 25 years, to a maximum of \$250; and effective Apr. 1, 1979, \$11 to a maximum of \$275 per month.

After Eligibility Age for Statutory Benefits - Effective Apr. 1, 1977, \$8.30 per month per year of service for a maximum of 25 years, to a maximum of \$207.50 less offsets from statutory plans; and effective Apr. 1, 1979, \$9.60, to a maximum of \$240 less offsets from statutory plans.

Early Retirement - Employees with 30 or more years of service may retire at any age with full earned pension benefits. (Previously, such employees retiring before age 58 had benefits reduced.)

Special Allowances - Employees with 30 or more years of service retiring after Mar. 15, 1977 and before Apr. 1, 1979 receive an amount which when added to other benefits equals \$650 (\$625) per month; and for employees retiring after Apr. 1, 1979, \$700 per month.

Lump Sum Payment for Present Retirees - Employees who retired prior to this agreement will be eligible for a special one-time allowance ranging from \$20 to \$30 per year of past service to a maximum of \$600. The allowance will be paid from a fund generated by a 1-cent diversion from the cost-of-living allowance for each of 6 quarters.

Optional Pension Benefits to Employee's Surviving Spouse - 60% (55%) of the reduced monthly pension payable to the retired employee.

Supplementary
Unemployment
Benefit Plan:

Employer Contribution - Continues to be tied to level of assets in the fund with maximum contributions required when the fund falls below 10% (37.5%) of maximum. Effective July 1, 1977, 12¢-22¢ (9¢-14¢); effective July 1, 1978, 13¢-23¢, and effective July 1, 1979, 14¢-24¢.

Benefits Payable - 95% of salary after taxes less deduction factor of \$12.50 for work-related expenses. (Previously, the SUB Plan augmented UIC payments to 75% of gross salary.)

Paid Education
Leave for Union
Officials (new):

The employer will contribute 1¢ per hour per employee into a fund managed by the union for the purpose of providing paid leave for designated employees to upgrade their skills as union leaders.

Relocation
Allowance:

Effective Mar. 16, 1977, ranges from \$385 to \$650 for single employees and \$865 to \$1,355 for married employees, based on distance between plants (previously, \$220-\$475 single and \$570-\$1,020 married).

ELECTRICAL PRODUCTS

Canadian Admiral Corporation Ltd. at Mississauga - Local 545, International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC) (hourly-rated empls.): A 12-month renewal agreement effective from Mar. 15, 1977 to Mar. 14, 1978, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 15/77</u>
	General Increase	24¢
	Labour Grade 4	\$4.45-\$4.61 (\$4.21-\$4.37)
	Journeyman 1st Class	\$6.34-\$6.46 (\$6.10-\$6.22)
Paid Vacation:	2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 15 years and 5 weeks after 23 (25) years.	
Health and Welfare:	<u>O.H.I.P.</u> - Effective April 1, 1977, the employer will pay 100% of the billed premiums throughout the agreement. (Previously, employer's obligation for premium payment was specified as 100% of the March 1973 rates.)	
Pension Plan:	Effective Oct. 1, 1977, the employer will contribute 30¢ (25¢) per hour to the IUE Pension Fund.	
Bereavement Leave:	3 (1) days' paid leave in the event of death of a grandparent.	

Canadian General Electric Company Ltd. at Cobourg, Oakville, Peterborough and Toronto, Ont., and at Montreal and St. Andre, Que. - Various locals, International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from Mar. 5, 1977 to Mar. 5, 1978, covering 2,200 employees, settled at the mediation stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 5/77</u>
	Increases:	
	Hourly Employees	40¢-58¢
	Salaried Employees	8%
	Labourer	
	Oakville	\$5.67 (\$5.27)
	Montreal	\$5.61 (\$5.21)
	Electrician	
	Oakville	\$7.53 (\$6.95)
	Montreal	\$7.23 (\$6.65)
	Hourly rates vary slightly by plant location. Those shown above represent the top of the range for each province.	

Health and Welfare:	<u>Weekly Indemnity</u> - \$147 (\$133) maximum per week.
	<u>Basic and Extended Medical Insurance Plan</u> - No ceiling on coverage (previously, \$40,000 individual lifetime maximum).
	<u>Basic Medical Insurance Plan</u> - Coverage for private hospital rooms, if medically required, has been included.

Drug Plan - Effective July, 1977, the employee pays the first dollar of the cost of each prescription filled and the plan pays the remainder (previously, 85% co-insurance with \$10 single and \$20 family deductibles).

Survivor Medical Benefits - Coverage for surviving dependents will be extended to 1 year (31 days).

Medical Plan Outside Canada - Due to higher prevailing cost, coverage for necessary medical treatment outside Canada will be provided to a maximum of twice the amount paid by provincial medicare for comparable treatment here at home.

Pension Plan: Optional Early Retirement - Retirement with full pension at age 62 (unchanged). Benefits are actuarially reduced for optional early retirement at age 60 or 61 by $\frac{1}{4}\%$ ($\frac{1}{2}\%$) for each month that early retirement precedes age 62.

Supplemental Payments - Employees retiring with only 11, 12, or 13 years of service will have their monthly benefits increased to \$65, \$70 and \$75 (\$20, \$40, and \$60), respectively.

Prescription Safety Glasses: Cost of new glasses as the result of a change in prescription will be paid by the employer once every 2 years if necessary (previously, a \$5 subsidy).

J. E. Thomas Specialties Ltd. at Lindsay - Local 921, Rubber Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1977 to February 1, 1979, covering 390 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - $3\frac{1}{2}$ months.

Wages:	Effective	Feb. 1/77	Feb. 1/78
General Increases		35¢	30¢
COLA Fold-in		Addition of 15¢ to the after-probationary rate only	
Additional Adjustment		15¢ for Class G employees	
Class A (General Assembly)		\$3.40 - \$4.30 (\$3.05 - \$3.80)	\$3.70 - \$4.60
Tool & Die Maker		\$5.50 - \$6.80 (\$5.15 - \$6.30)	\$5.80 - \$7.10

Previous rates reflect a 20-cent COLA fold-in made in August of 1976.

Probationary period is 12 weeks. Maximum rates for General Assembly reached after three 4-week increases. Maximum rates for Tool & Die Maker reached after two 3-month increases.

Cost-of-Living Allowance: 1¢ per hour for each .45 (.6) rise in the Consumer Price Index, where 1961=100. The base for calculations is the average Index for February, March and April 1977, increased by 3½%. Calculated quarterly with payments commencing November 15, 1977.

Shift Premium: 0 - 17¢ - 20¢ (0 - 15¢ - 20¢).

Paid Vacation: 5 weeks (new) after 25 years' service.

Health and Welfare: Life Insurance and A. D. & D. - \$8,500 (\$7,000) coverage.

Weekly Indemnity Plan - Benefits payable on a 1 - 1 - 8 - 26 (previously, 1 - 8 - 8 - 26) basis.

Premium Payments - Employer pays 85% of cost of all health and welfare premiums for employees having 15 (24) months' service or less, and 100% of same thereafter.

Pension Plan: Basic Benefit - \$7.25 (\$5.50) per month per year of service.

Supplementary Benefit - \$7.50 (\$6.00) per month per year of service. Maximum of 25 years of service.

Employee is guaranteed a 5-year pension payment (new).

An employee has vesting rights who is 42 (45) years' old and who has 10 years' service.

Canadian General Electric Company Limited at Peterborough, Toronto, Scarborough and Guelph - Local 164, Technical Engineers (AFL-CIO/CLC)(drafts-men): Four 12-month renewal agreements effective from December 25, 1976 to December 24, 1977, covering 263 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 25/76</u>
	General Increase	8%
	Junior Draftsman	\$183.08 - \$232.71 (\$169.52 - \$215.47)
	Senior Designer	\$328.30 - \$352.43 (\$303.98 - \$326.32)

Health and Welfare: Weekly Indemnity Plan - Benefits increase to 66 2/3% of weekly earnings up to a maximum of \$147 (\$133) per week, payable, as previously, on a 1 - 8 - 39 basis.

Drug Plan - Employer pays 100% of cost of plan providing prescription drugs with \$1 deductible per prescription. (Previously, coverage provided under extended health care plan.)

Pension Plan: Early retirement between ages 60 and 62, with 3% (6%) per year actuarial reduction.

Controls Company Canada Limited at St. Thomas - Local 4990, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement, effective from March 21, 1977 to March 23, 1980, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 21/77</u>	<u>Mar. 20/78</u>	<u>Mar. 19/79</u>
	General Increases	31¢*	23¢	30¢
	COLA Fold-in	21¢		
	Assembler	\$3.57 (\$3.05)	\$3.80	\$4.10
	Toolmaker	\$6.17 (\$5.65)	\$6.40	\$6.70

*Note: 6¢ of this increase is being withheld pending Anti-Inflation Board approval.

Cost-of-Living Allowance: Effective February 1979, 1¢ per hour per 0.7 change in the Consumer Price Index (1971=100), to be adjusted quarterly. (1¢ per hour per 1.0 change in the CPI (1961=100), to be adjusted quarterly.)

Health and Welfare: Weekly Indemnity Plan - Benefits increase to 66 2/3% of base weekly wage, to a maximum of \$147 (\$113) per week.

Federal Pioneer Limited at Bramalea - Local 564, Electrical Workers (IUE)
(AFL-CIO/CLC): A 24-month renewal agreement effective from December 21, 1976 to December 20, 1978, covering 218 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 21/76</u>	<u>Dec. 21/77</u>
	COLA Fold-in	47¢	
	General Increases	6.7%*	6.5%
	Inequity Adjustment	5¢ for Labour Grade 14, 10¢ for Labour Grade 15, and 15¢ for Labour Grade 16*	
	Labour Grade I (includes Assembler/Machine Operator II)	\$4.85 - \$5.01 (\$4.08 - \$4.23)	\$5.17 - \$5.34
	Labour Grade 15 (includes Tool & Diemaker II)	\$6.82 - \$6.98 (\$5.83 - \$5.98)	\$7.26 - \$7.43

	<u>Dec. 21/76</u>	<u>Dec. 21/77</u>
Labour Grade 16 (new) (Tool & Diemaker I)	\$6.88 - \$7.04	\$7.33 - \$7.50
Probationary period is 55 (60) worked days. Maximum rates reached after two 3-month increases and one 6-month increase.		
*Note: Increases are subject to approval by the Anti-Inflation Board.		
Cost-of-Living Allowance:	Subject to approval by the Anti-Inflation Board, 1¢ per hour for each full .5 (previously, .7) increase in the Consumer Price Index where 1971=100 (previously, 1961=100), to be paid quarterly. Trigger (new) of 6% in the first year and 4% in the second year.	
Shift Premiums:	Effective December 21, 1976, 20¢ (18¢) per hour for shifts other than the first or day shift. Effective December 21, 1977, 22¢ per hour.	
Paid Vacation:	Effective December 21, 1976, 3 weeks after 5 (6) years' service, 4 weeks after 15 (16) years and 5 weeks (new) after 25 years. Effective December 21, 1977, 3 weeks after 4 years' service and 4 weeks after 13 years.	
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective December 21, 1976, \$7,000 (\$6,000) coverage. Effective December 21, 1977, \$8,000 coverage.	
Pension Plan:	Effective December 21, 1976, employer pays 8¢ (6¢) per hour to the Pension Fund for each hour worked by his employees. Subject to AIB approval, employer contribution for past service credit is 7¢ (new) per hour.	
Safety Shoe Allowance:	Employer pays a flat \$20 towards cost of initial pair of safety shoes and the same annually thereafter for replacement pairs for employees who have completed 6 months of employment. (Previously, 50% of cost of initial pair of safety shoes and the same annually thereafter for replacement pairs, up to a maximum of \$12.50.)	

NON-METALLIC MINERAL PRODUCTS

Ottawa Ready-Mix Companies - Local 230, Teamsters (Ind.): A 24-month renewal agreement effective from March 1, 1977 to February 28, 1979, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	<u>Effective</u>	<u>Mar. 1/77</u>	<u>Mar. 1/78</u>
General Increases		60¢*	50¢
Labourer		\$7.98 (\$7.38)	\$8.48

	<u>Mar. 1/77</u>	<u>Mar. 1/78</u>
Mixer Truck	\$8.08	\$8.58
Driver	(\$7.48)	
Mechanic -	\$8.43	\$8.93
Class A	(\$7.83)	

*Note: Increases are subject to approval by the Anti-Inflation Board. 40¢ is payable immediately.

Bereavement Leave: Up to 3 days' paid leave (new) for an employee attending the funeral of a member of his immediate family.

Health and Welfare: Dental Plan - Effective July 1, 1977, benefits paid are those of the 1976 (1975) fee schedule. Effective July 1, 1978, benefits paid are those of the 1977 fee schedule.

Canadian Ohio Brass Company Limited at Niagara Falls - Local 345, International Chemical Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 29, 1977 to January 28, 1978, covering 250 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 29/77

General Increase 35¢

COLA Fold-in 15¢

Additional Adjustment 15¢ for skilled trades

Kiln Helper 2nd \$5.04 (\$4.54)

Machinist \$6.17 (\$5.52)

Cost-of-Living Allowance: 1¢ per hour per 0.5 increase in the Consumer Price Index (1961=100), to be adjusted quarterly, up to a maximum of 15¢ (same formula).

Shift Premiums: 0 - 18¢ - 25¢ (0 - 17¢ - 20¢).

Paid Vacations: 3 weeks after 6 (8) years.

Health and Welfare: Weekly Indemnity Plan - Benefits increase to 70% of weekly earnings to a maximum of \$147 (\$110) per week, payable, as previously, on a 1 - 1 - 4 - 26 basis.

Pension Plan: \$1.50 (\$1.00) per month per year of service.

Safety Shoe Allowance: Maximum of \$30 (\$28) per year.

CHEMICAL AND CHEMICAL PRODUCTS

Lever Detergents Limited at Toronto - Local 32, International Chemical Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from March 15, 1977 to March 15, 1978, covering 380 employees, settled at the bargaining stage. Duration of negotiations - $\frac{1}{2}$ month.

Wages:	Effective	<u>Mar. 15/77</u>
	General Increase	7.8%
	Cleaner (General Services)	\$6.090 (\$5.650)
	Electronic-Electrician/ Instrument Mechanic	\$8.890 (\$8.245)
Paid Vacation:	4 weeks after 12 (15) years' service.	
Health and Welfare:	<u>Life Insurance</u> - \$4,000 (\$2,000) coverage. <u>OHIP</u> - Employer pays 100% (80%) of cost of premiums.	
Meal Allowance:	\$2.25 (\$1.75).	
Safety Shoe Allowance:	Employer pays 100% of cost of first pair of safety shoes and 50% of cost of second pair per contract year (new). Value of each pair of shoes is not to exceed \$23.95.	
Tool Allowance:	\$1.25 (\$1.00) per week.	

Polysar Ltd. at Sarnia - Local 9-14, Oil, Chemical and Atomic Workers International Union (AFL-CIO/CLC): A 12-month renewal agreement effective from Mar. 8, 1977 to Mar. 7, 1978, covering 1,530 employees, settled at the mediation stage. Duration of negotiations - 4 months.

Holdback:	Compensatory increases reported below will be held in abeyance pending approval by the Anti-Inflation Board.	
Wages:	Effective	<u>Mar. 8/77</u>
	General Increase	8%
	Labourer	\$6.16 (\$5.70)
	Class 1 Tradesman (includes Electrician)	\$8.63 (\$7.99)
Shift Premium:	0-35¢-52¢ (0-32¢-48¢).	
Overtime Pay:	Double time for all overtime hours worked (previously, time and one-half for the first 4 hours and double time thereafter).	
Health and Welfare:	<u>Long Term Disability</u> - Effective Apr. 1, 1977, benefits of 55% of earnings with a minimum of \$400 per month (previously, no minimum specified).	

Major Medical and Blue Cross Coverage for Retirees - Effective Apr. 1, 1977, the employer pays 100% (85%) of the premiums.

Pension Plan: Early Retirement Option (new) - An employee at least 63 years of age whose age plus years of service equals 90 may elect early retirement with no actuarial reduction in benefits.

Employees may elect to have benefits payable increased by 25% until age 65 and thereafter have benefits payable at early retirement decreased by 2% for each year that retirement preceded age 65.

MISCELLANEOUS MANUFACTURING

Honeywell Ltd. at Scarborough - Local 80, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (hourly-rated employees): A 12-month renewal agreement effective from Mar. 1, 1977 to Feb. 28, 1978, covering 650 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/77</u>
	General Increase	8%
	Labourer (Grade 11)	\$4.69 (\$4.34)
	Tool & Die Maker	\$7.69 (\$7.12)

Shift Premium: 0-21¢-23¢ (0-20¢-22¢).

Health and Welfare: O.H.I.P. - Effective the date of the first premium payment following ratification, the employer will pay \$16 per month for single coverage and up to \$32 per month for married coverage. (Previously, employer contribution obligation was limited to \$16.50 per month for any employee.)

Weekly Indemnity - \$147 (\$133) maximum per week. Coverage for disabilities due to non-occupational sickness resulting in hospitalization commences on the first (fourth) day.

Pension Plan: Basic Benefit - \$9 (\$8.25) per month per year of service.

Surviving Spouse Benefit (new) - 50% of the earned pension of the deceased employee, as adjusted, and reduced by $\frac{1}{2}\%$ for each year in excess of 5 years that the surviving spouse's age is less than the employee's age.

Metric Tools (new): The employer will make available metric measuring tools when required.

Canadian General-Tower Limited at Cambridge - Local 862, Rubber Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 28, 1977 to February 28, 1979, covering 350 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Note: Agreement is subject to approval by the Anti-Inflation Board.

Wages:	Effective	<u>Feb. 27/77</u>	<u>Feb. 26/78</u>
	Increases	33¢ for hourly-rated employees, 26¢ for incentive employees	25¢ for hourly-rated employees, 20¢ for incentive employees
	COLA Fold-in	15¢ for hourly-rated employees, 12¢ for incentive employees	
	Additional Adjustments	5¢ - 10¢ for some classifications	5¢ - 10¢ for some classifications
	Serviceman	\$4.92 (\$4.44)	\$5.17
	Electrician	\$7.04 (\$6.46)	\$7.39
Cost-of-Living Allowance:	1¢ per hour per 0.3 per cent change in the Consumer Price Index (1971=100), calculated quarterly after a 6% increase in the CPI in the first year, up to a maximum of 10¢ in the first year and 30¢ in the second year. (1¢ per hour per 0.45 per cent increase in CPI, up to a maximum of 15¢.)		
Shift Premium:	0 - 20¢ - 25¢ (0 - 17¢ - 21¢).		
Paid Vacation:	Effective in 1977, 4 weeks after 13 (15) years. Effective in 1978, 4 weeks after 12 years.		
Health and Welfare:	<u>Life Insurance</u> - \$9,500 (\$8,500).		
	<u>Weekly Indemnity Plan</u> - Effective March 1, 1977, benefits increase to \$135 (\$110) per week, payable, as previously, on a 1 - 1 - 4 - 39 basis.		
	<u>Extended Health Care Plan</u> - Effective March 1, 1977, allowable maximum payment for eyeglasses increases to \$60 (\$40) every 2 years.		
	<u>Dental Plan</u> - Effective March 1, 1977, employer pays 100% of cost of new basic dental plan based on 1977 Ontario Dental Association schedule of fees.		
Pension Plan:	Effective March 1, 1977, \$5.25 (\$4.25) per month per year of service.		
Meal Allowance:	\$1.75 (\$1.50).		

TRANSPORTATION

Hamilton Street Railway Co. at Hamilton - Division 107, Amalgamated Transit Union (AFL-CIO/CLC) (hourly-rated empls.): A 12-month renewal agreement effective from Apr. 1, 1977 to Mar. 31, 1978, covering 645 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/77</u>
	COLA Fold-in	26¢
	General Increase	4.2%
	Job Group 1 (includes Janitor)	\$5.33-\$6.22 (\$4.85-\$5.71)
	Job Group 5 (includes Operator)	\$6.25-\$7.31 (\$5.74-\$6.75)
	Job Group 9 (includes Auto Mechanic)	\$6.80-\$7.96 (\$6.27-\$7.38)
Cost of Living Allowance:	1¢ per hour for each .3 (.4) rise in the Consumer Price Index beyond a 6% increase during the term of the agreement, using 1971 (1961) equals 100 as the base.	
Paid Vacation:	3 weeks after 5 years of service (unchanged), 4 weeks after 12 (13) years, 5 weeks after 19 (20) years and 6 weeks after 27 (28) years.	
Spread Premium for Spare Board Work:	1/8 (1/9) of time worked between the tenth and the eleventh hour; 1/4 (1/6) for the eleventh to twelfth hour; and 1/2 (1/3) for the twelfth to thirteenth hour.	
Health and Welfare:	<u>Weekly Indemnity</u> - For certified illness longer than 6 working days the plan will pay the indemnity from first day (previously, paid from the fourth day for non-hospitalized illness). The plan will continue to pay from the first day for non-compensable accidents or hospitalization for medical crises. <u>Major Medical Plan</u> - Coverage for eye glasses, \$40 every 2 years, and coverage for hearing aids, \$300 lifetime maximum, have been added to the plan. <u>Dental Plan</u> - Premiums to be paid 100% (75%) by the employer. 75% (50%) of eligible dental expenses to be paid by the carrier. Improvements will not be implemented unless approved by the Anti-Inflation Board. <u>O.H.I.P./Medical Coverage for Retirees</u> - Extended to cover employees who retire at age 62 with 30 years' service or who retire because of ill health or incapacity with at least 45 years of age and 10 years of service and having a combined total of 65 years. (Previously, continuance of coverage was administered on an ad hoc basis.) <u>L.T.D./Pension Contributions</u> - An employee on disability with at least 45 years of age and 10 years of service and having a combined total of 65 years will have pension contribution maintained by the employer. (Previously, arrangements were made on an ad hoc basis.)	
Pension Plan:	<u>Early Retirement</u> - Employees may now retire as early as age 55, subject to the appropriate actuarial reductions. (Previously, retirement under normal conditions was not permitted until age 65.)	

Bereavement Leave: Provision for 3 days of paid leave extended to include a grandchild.

Clothing Provision: Parkas will be made available to maintenance employees working outside (new). In addition, all hourly-rated maintenance employees will receive 2 sets (1 set) of coveralls per week.

Meal Allowance: \$3.50 (\$3.00).

Safety Boot Allowance (new): \$12.50 per year.

ELECTRIC POWER, GAS AND WATER UTILITIES

Hamilton Hydro-Electric Commission — Local 138, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 1/77

General Increase 6%

Non-Office

Groundman \$5.69 - \$6.50
(\$5.37 - \$6.13)

Lineman - 1st Class \$8.76
(\$8.26)

Office

General Clerk \$141.33 - \$157.95 per week
(\$133.33 - \$149.01)

Engineering Technician \$298.21 - \$340.97 per week
(\$281.33 - \$321.67)

Probationary period is 6 months. Maximum rates for Groundman reached after 1 year, for General Clerk and Engineering Technician after 2 years.

Health and Welfare: Dental Plan - Coverage based on 1976 (1974) Ontario Dental Association schedule of fees.

Safety Shoe Allowance: \$40 (\$35) per year.

RETAIL TRADE

Steinberg's Limited, Ottawa and other centres, Ont. and Hull and Gatineau, Qué. - Local 486, Retail Clerks (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 1, 1976 to Sept. 30 1978, covering 1,050 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
	Weekly Increases	\$28	\$20
Holdback:	An increase of 8% effective Oct. 1, 1976 and 6% effective Oct. 1, 1977 will be implemented, pending approval of the negotiated increases by the Anti-Inflation Board.		
	No further details available at time of publication.		

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 20-month renewal agreement effective from Jan. 1, 1977 to Aug. 31, 1978, covering 775 employees, settled at the mediation stage. Duration of negotiations - 10 months.

Wages:

Effective	<u>Jan. 1/77</u>	<u>Sept. 1/77</u>	<u>Jan. 1/78</u>
General Increases	6%	2%	5%
<u>Annual Rates</u>			
Teacher-Category 1 0-7 years' experience	\$8,840-\$12,953 (\$8,340-\$12,220)	\$9,017-\$13,212	\$9,468-\$13,873
Teacher-Category 4 0-12 years' experience	\$11,681-\$19,271 (\$11,020-\$18,180)	\$11,915-\$19,656	\$12,511-\$20,639
Teacher-Category 7 0-14 years' experience	\$14,522-\$25,906 (\$13,700-\$24,440)	\$14,812-\$26,424	\$15,553-\$27,745

Principals

1 to 300 pupils	\$20,734-\$25,016 (\$19,560-\$23,600)	\$21,149-\$25,516	\$22,206-\$26,792
301 to 600 pupils	\$23,119-\$27,401 (\$21,810-\$25,850)	\$23,581-\$27,949	\$24,760-\$29,346
601 pupils and over and Senior Elementary and Senior Schools	\$25,493-\$29,786 (\$24,050-\$28,100)	\$26,003-\$30,382	\$27,303-\$31,901

Cost of Living Provision: Discontinued.

Co-ordinators: Effective Jan. 1, 1977, co-ordinators will be paid on the salary scale for Principals, 301-600 pupils. (Previously, co-ordinators paid on a unique salary scale.)

Health and Welfare: Long Term Disability Insurance Plan - Effective Jan. 1, 1978, the Board will pay 66 2/3% (60%) of the premium cost.

Sick Leave - Maximum accumulation is 240 (200) days.

Dental Plan (new) - Effective July 1, 1977, Board pays 50% of cost of premiums.

Assistant to Principal Designate (new):	If a principal is absent for more than 5 consecutive teaching days, the Board will provide a supply teacher on the basis of $\frac{1}{2}$ day for every day of absence by the principal, in order to provide help for the principal designate.
Salary Protection - Principals and Co-ordinators (new):	A principal or a co-ordinator will not suffer a reduction in salary for a period of 1 year when their position of responsibility is changed (as a result, for example, of the school being reclassified).
Principals Non-Teaching Guarantee (new):	Principals who are carrying out their duties full-time in schools of 9 classrooms or more will not be required to teach for the duration of the present contract should the number of classrooms drop below 9.
Time Off with Pay for Employee Representatives:	Where requested by the Board to attend to specific matters, representatives of the Associations will be granted time off with pay (new). (Previously, the above three provisions were applied as a matter of Board policy, but they are now written into the collective agreement.)
Travel Allowance:	Effective Mar. 24, 1977, 19¢ (17¢) per mile.

Provincial Schools Authority, province-wide - Federation of Provincial Schools Authority Teachers (Ind): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 710 employees, settled at the mediation stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u>	
	Teacher Category E1 0-5 years	\$8,130-\$12,130 (\$7,360-\$11,010)
	Teacher Category E4 0-9 years	\$11,880-\$19,710 (\$10,775-\$17,930)
	Teacher Category E7 0-12 years	\$14,490-\$24,930 (\$13,160-\$22,700)

Allowances: Principal - In a school of 5 or more teachers, a basic allowance of \$4,000 plus \$200 per teacher more than 5, to a maximum of \$5,600 (previously, \$2,500 plus \$220 per teacher to a maximum of \$5,500).

Vice-Principal - Up to 15 professional staff, \$3,000; 16 to 20 professional staff, \$3,800; 21 or more professional staff, \$4,700 (previously, \$2,200 plus \$220 per teacher, to a maximum of \$4,700).

Supervising Teachers - 1 to 5 professional staff, \$2,200; 6 to 10 professional staff, \$2,600; 11 to 15 professional staff, \$3,000 (previously, \$1,600 plus \$110 per teacher, to a maximum of \$2,900).

Transportation Allowance: The following mileage allowance applies to contract teachers required to use their own vehicles in the course of their duties:

	<u>Southern Ontario</u>	<u>Northern Ontario</u>
First 5,000 miles	20¢ (19¢) per mile	21¢ (20¢) per mile
Next 10,000	16¢ (14¢)	17¢ (15¢)
Over 15,000	14¢ (12¢)	15¢ (13¢)

Simcoe County Board of Education - Ontario Public Service Employees Union (OPSEU) (Ind.) (office, clerical and technical employees):
A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 218 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	7.58%
	Group A (includes Junior Clerk)	\$3.49 - \$4.20 (\$3.24 - \$3.90)
	Group B (includes School Library Technician)	\$4.60 - \$5.69 (\$4.28 - \$5.29)
	Group E (Buyer)	\$5.76 - \$7.55 (\$5.35 - \$7.02)

Probationary period is 3 months. Maximum rates reached on merit.

Paid Vacations: 3 weeks after 4 (5) years' service and 4 weeks after 12 (14) years.

Bereavement Leave: Common-law spouse, father-in-law and mother-in-law are included in up to 3 days' paid leave. (New provision for common-law spouse; previously, 1 day's paid leave for father-in-law and mother-in-law.)

Health and Welfare: Long Term Disability Plan (new) - Effective upon enrollment in the Plan of 75% of the bargaining unit, employer will pay 50% of cost of premiums for plan paying 60% of salary and an additional 6% of salary for pension purposes, to a monthly maximum of \$1,800. If 75% of the bargaining unit does not enroll in the Plan, those employees wishing to be covered by the Plan shall pay the full cost of premiums.

Wellington County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering

740 teachers, settled at the mediation stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u>	
	Teacher, Category D 0-6 years	\$9,000-\$12,400 (\$8,120-\$11,416)
	Teacher, Category A1 0-10 years	\$12,000-\$19,450 (\$10,623-\$18,043)
	Teacher, Category A4 0-11 years	\$13,900-\$24,400 (\$12,571-\$22,535)

Responsibility Allowances:	<u>Principals (0-8 years)</u>	
	4-9 teachers	\$2,050-\$5,550 (\$1,750-\$5,250)
	10-19 teachers	\$2,650-\$6,150 (\$2,350-\$5,850)
	20 or more teachers	\$3,150-\$6,750 (\$2,850-\$6,450)
	<u>Vice Principals</u> 0-4 years	\$1,550-\$2,350 (\$1,350-\$2,150)
	<u>Consultants</u> 0-6 years	\$1,900-\$3,700 (\$1,650-\$3,450)

Paid Leave for Negotiating Committee (new): Designated employees negotiating for the Union during a school day will be paid for any time lost from their regular duties.

York University at Downsview - Local 1356, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 235 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase	6.0% - 6.6%
	Cleaner I (Days)	\$4.74 (\$4.47)
	Trades III (includes Electrician)	\$8.86 (\$8.32)
	Previous rates reflect a 7-cent wage adjustment made during the term of the previous agreement.	

Lead Hand Premiums: 25¢ (new) per hour for lead hands in the Cleaning and Care-taking Sector. 50¢ (new) per hour for lead hands in the Maintenance Sector.

Paid Vacation: 4 weeks after 9 (12) years' service.

Meal Allowance: \$3.00 (\$2.50).

Safety Shoe Allowance: Maximum of \$25 (\$20) per calendar year.

HEALTH AND WELFARE SERVICES

St. Joseph's Hospital at Hamilton and 35 other hospitals in Ontario - Ontario Public Service Employees' Union (Ind.) (paramedical employees):
35 renewal agreements effective from Jan. 1, 1977 and one renewal agreement effective from Apr. 1, 1977, all expiring Dec. 31, 1977, covering a total of 2,000 employees, settled at the direct mediation officer stage. Duration of negotiations - 7 months.

AIB Roll Back/Previous Agreement: The Anti-Inflation Board ruled that the 1976 increase in total compensation amounting to approximately 9.5% be rolled back to 8%. The required reduction was obtained through adjustments in the wage structure.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	6%*
	Registered Technologist 1 (monthly rate)	\$1,100-\$1,227 (\$1,038-\$1,158)

In lieu of the 6% increase, Sault Ste. Marie General Hospital employees will receive a 4% general wage increase April 1, 1977. As a result of this smaller wage increase the wage gap between this hospital and the other 35 hospitals will be reduced to approximately \$20 per month in the case of registered technologist.

*Wages are subject to adjustment when the Anti-Inflation Board calculations are completed.

Paid Leave: Up to five Union Negotiation Committee members will receive paid leave for attending central negotiating meetings (new).

St. Vincent Hospital at Ottawa - Local 796, International Union of Operating Engineers (AFL-CIO/CLC) (non-medical employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 475 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	6%*
	Maid	\$733.79 - \$801.52 (\$692.25 - \$756.15)
	Orderly	\$880.54 - \$982.14 (\$830.70 - \$926.55)
	Registered Nursing Assistant	\$914.41 - \$982.14 (\$862.65 - \$926.55)
	Electrician	\$1,334.36 (\$1,258.83)

Probationary period is 65 worked days. Salary increments are frozen for the term of the agreement. (Previously, maximum rates for Maid and RNA reached after two 1-year increases and, for Orderly, after three 1-year increases.)

*Note: Increase is subject to approval by the Anti-Inflation Board.

Shift Premium: 20¢ (15¢) per hour when the majority of hours worked fall between 2 PM and 8 AM. Improvement is subject to AIB approval.

Health and Welfare: Life Insurance, OHIP and Extended Health Care Plan -
Effective date of signing, employer pays 100% (85%) of cost of premiums. Improvement is subject to AIB approval.

Niagara Regional Municipality (Homes for Senior Citizens) at Niagara Falls, Port Colborne, St. Catharines and Welland - Local 1263, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from March 1, 1976 to February 28, 1977, covering 460 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Mar. 1/76</u>
	General Increase	8%
	Housekeeping Aide	\$4.23 - \$4.38 (\$3.92 - \$4.06)
	Stationary Engineer	\$6.07 - \$6.32 (\$5.62 - \$5.85)

Probationary period is 60 calendar days. Maximum rates reached after one 6-month increase.

Shift Premium: 0 - 17½¢ - 17½¢ (0 - 12½¢ - 12½¢).

Paid Vacation: 4 weeks after 12 (13) years' service and 5 weeks after 21 (22) years.

PERSONAL SERVICES

Foxhead Inn Limited at Niagara Falls - Local 442, Hotel Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase	8% for non-gratuity employees, 3% for gratuity employees except Bellmen who receive 5¢ per hour
	Bellman	\$2.70 (\$2.65)

Jan. 1/77

Pastry Chef

\$3.64
(\$3.37)

The agreement stipulates that all rates will be no less than 5¢ above the Ontario minimum wage.

Paid
Vacations:

3 weeks after 8 (10) years, 4 weeks after 16 (20) years.

Health and
Welfare:

Life Insurance - \$3,500 (\$2,500).

Weekly Indemnity Plan - \$60 (\$45) per week.

MISCELLANEOUS SERVICES

Modern Building Cleaning (A Division of Dustbane Enterprises Ltd.) at Toronto - Local 204, Service Employees (AFL-CIO/CLC): A 26-month renewal agreement effective from January 1, 1977 to February 28, 1979, covering 330 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

Wages:

Effective

Jan. 1/77

Oct. 15/77

General Increases

34¢ for Light Duty
classifications;
26¢ for all others

15¢ for Light Duty
classifications;
18¢ for all others

Cleaning Service
Operator (Light)

\$3.65
(\$3.31)

\$3.80

Cleaning Service Operator (Heavy)

\$4.52
(\$4.26)

\$4.70

Floor Maintenance
Specialist

\$4.62
(\$4.36)

\$4.80

Effective

Aug. 1/78

Jan. 1/79

General Increases

17¢

5c

Cleaning Service
Operator (Light)

\$3.97

\$4.02

Cleaning Service
Operator (Heavy)

\$4.87

\$4.92

Floor Maintenance
Specialist

\$4.97

\$5.02

Window-Cleaning
Premium:

Effective March 15, 1977, 63¢ per hour over Cleaning Service Operator (Heavy)'s rate. (Previously, 30¢, 40¢ and \$1.40 per hour over Cleaning Service Operator (Heavy)'s rate, depending upon location of assignment.)

Overtime Pay: Effective March 15, 1977, an employee assigned to snow cleaning and removal on a weekend receives double time after 8 hours on such assignment. (Previously, time and one-half for first 4 hours in excess of regular hours and double time thereafter.)

Bereavement Up to 3 days' paid leave in the event of a death in the immediate family. Leave is reduced to 1 day if deceased member of the immediate family lived outside Canada.

1 day's paid leave in the event of the death of a mother-in-law or father-in-law.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (chemistry group): A 10-month renewal agreement effective from March 2, 1977 to December 26, 1977, covering 422 employees, settled at the bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	Dec. 29/75	Dec. 27/76
	Increases	10.5% to a maximum of \$2,400*	6.94%
	Additional Adjustment		4% to maximum of CH-2
	CH - 1	\$9,240 - \$17,383 (\$8,360 - \$15,731)	\$9,880 - \$18,589
	CH - 4	\$24,358 - \$28,560 (\$22,043 - \$26,160)	\$26,048 - \$30,542

*Note: The percentage increase is the result of an arbitration award, with the \$2,400 added as ordered by the AIB.

Overtime Pay: Effective July 23, 1976, time and one-half after normal daily hours. (Previously, no compensation for first hour worked and time and one-half thereafter.)

Paid Vacations: Effective March 2, 1977, 4 weeks after 13(15) years and 5 weeks after 27(28) years.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (correctional group): A 6-month renewal agreement effective from Mar. 31, 1977 to Oct. 2, 1977, covering 3,605 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

A new pay structure establishes new minimum steps for levels 3 through 8 in the custodial sub-group and for each level in the staff instructor sub-group. A new maximum step has been established for each level in each sub-group.

Wages:	Effective	<u>Oct. 4/76</u>
	Increase	Varies according to placement under new pay structure
	<u>Annual Rates</u>	
	<u>Custodial Sub-Group</u>	
	CX-COF-1	\$11,050.00-\$15,050.00
	6 (5) steps with a new maximum	(\$ 9,645.26-\$13,400.36)
	CX-COF-8	\$16,650.00-\$19,050.00
	5 (3) steps with a new minimum and a new maximum	(\$15,578.19-\$16,476.14)
	<u>Staff Instructor Sub-Group</u>	
	CX-STI-2	\$16,650.00-\$19,050.00
	5 (3) steps with a new minimum and a new maximum	(\$15,457.14-\$16,598.75)
Overtime Pay:	During an emergency, double time for all hours continuously worked in excess of 24 (new).	
Paid Vacation:	3 weeks after 1 year of service, 4 weeks after 15 years, and 5 weeks after 28 years (all unchanged). Effective Apr. 1, 1977, 4 weeks after 13 years.	
Court Duty (new):	Paid leave plus expenses for Court duty related to employment.	
Meal Allowance:	\$2.75 (\$2.25) after 3 hours of overtime and \$2.25 after each additional 4 hours' overtime (previously, \$1.75 for one additional meal 4 hours after the first).	
	Several articles were agreed to as a result of negotiations between the Public Service Alliance of Canada and the Commissioner of the Canadian Penitentiary Service. Included were the following:	
Legal Assistance:	Up to \$3,000 in any case related to employment.	
Injury-On-Duty Leave:	An employee granted leave as a result of an assault or any other serious act of violence committed by one or more inmates may be granted paid leave for a period exceeding 130 days.	
Leave with Pay:	An employee unable to perform his duties as the result of an assault or any other act of violence committed by one or more inmates may be granted up to 30 calendar days leave with pay.	
Security and Safety Equipment:	The necessary safety equipment will be provided to prevent accidents and to ensure the security of employees who may be required to use firearms or other weapons in the performance of their duties.	

A personal security alarm system will be installed in all maximum and medium security institutions during the fiscal year 1977-78.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (financial administration group): An 8½-month renewal agreement effective from Apr. 12, 1977 to Dec. 25, 1977, covering 1,550 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Dec. 27/76

Increases:

Level 1	\$1,350
Level 2	\$1,500
Level 3	\$1,650
Level 4	\$1,800
Level 5	\$2,050
Level 6	\$2,300

Annual Rates

FI-1	\$14,676-\$16,453 (\$13,326-\$15,103)
FI-3	\$18,268-\$20,490 (\$16,618-\$18,840)
FI-5	\$25,059-\$28,151 (\$23,009-\$26,101)
FI-6 (Performance Pay)	\$27,600-\$32,600 (\$25,300-\$30,300)

Paid Vacation: Effective Apr. 1, 1977, 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years, and 5 weeks after 27 (28) years.

Meal Allowance: \$3.00 (\$2.50) after 3 hours of overtime.

Penological Factor Allowance: \$1,000 (\$952) per annum.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (general technical group, technical inspection group and social science support group): Three 9-month renewal agreements effective from Mar. 25, 1977 to Dec. 25, 1977, covering a total of 4,535 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Dec. 27/76

Increase 8.92% to a maximum
of \$2,400 per annum

Dec. 27/76

Annual Rates

General Technical Group

GT-1	\$12,372-\$13,480 (\$11,359-\$12,376)
GT-4	\$18,350-\$20,159 (\$16,847-\$18,508)
GT-8	\$30,797-\$33,815 (\$28,397-\$31,415)

Technical Inspection Group

TI-1	\$13,021-\$14,212 (\$11,955-\$13,048)
TI-4	\$17,262-\$18,944 (\$15,848-\$17,393)
TI-8	\$27,482-\$30,279 (\$25,231-\$27,879)

Social Science Support Group

SI-1	\$13,423-\$15,592 (\$12,324-\$14,315)
SI-4	\$19,535-\$21,486 (\$17,935-\$19,726)
SI-8	\$31,959-\$35,118 (\$29,559-\$32,718)

Shift Premium: 0-20¢-28¢ (0-16¢-23¢).

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years and 5 weeks after 27 years (unchanged).

Meal Allowances: \$3.00 (\$2.75) after 3 hours of overtime and \$2.25 (\$2.00) after an additional 4 hours' overtime.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (information services group): A 9½-month renewal agreement effective from Mar. 15, 1977 to Dec. 25, 1977, covering 845 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Dec. 27/76
General Increase \$1,360 per annum

Annual Rates

IS-1	\$10,620-\$16,097 (\$ 9,260-\$14,737)
IS-5	\$26,167-\$29,549 (\$24,807-\$28,189)

Paid Vacation: Effective Apr. 1, 1977, 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years, and 5 weeks after 27 (28) years.

Standby Pay: \$4 (\$3) for each 8-hour period or portion thereof on regular work days, \$9 (\$8) for all standby on a day of rest or designated paid holiday.

Meal Allowance: \$3.00 (\$2.50) after 3 hours' overtime.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (office equipment operations group): An 8-month renewal agreement effective from Mar. 15, 1977 to Nov. 13, 1977, covering 685 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages: Effective Nov. 15/76

Increases:

Level 1 9.6%

Levels 2-5 8.5%

Annual Rates

Duplicating Equipment
Operator Sub-Group

OE-DEO-1 \$7,319-\$9,085
8 (9) steps (\$6,678-\$8,289)

OE-DEO-3 \$10,331-\$11,654
5 steps (\$ 9,522-\$10,741)

Microphotography
Equipment Operator
Sub-Group

OE-MEO-5 \$13,197-\$14,910
5 steps (\$12,163-\$13,742)

Shift Premium: 0-20¢-28¢ (0-18.7¢-26.1¢).

Standby Pay: \$3.69 (\$3.35) for each 8-hour period or portion thereof; a minimum of \$7.37 (\$6.70) for any period of standby on a day of rest or designated paid holiday.

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years, and 5 weeks after 27 (28) years.

Meal Allowance: \$3.00 (\$2.50) after 3 hours of overtime and \$2.15 (\$1.95) after an additional 4 hours' overtime.

LOCAL ADMINISTRATION

East York Borough Corporation - Local 114, Canadian Union of Public Employees (CLC) (inside and outside employees): Two 12-month renewal

agreements effective from January 1, 1977 to December 31, 1977, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	8%
	<u>Inside</u>	
	Clerk-Grade V (includes Clerk-Typist)	\$163.84 - \$178.43 (\$151.70 - \$165.21)
	Engineering Technician I (includes Senior Draftsman)	\$277.40 - \$310.24 (\$256.85 - \$287.26)
	<u>Outside</u>	
	Labourer	\$6.07 (\$5.62)
	Carpenter	\$7.38 (\$6.83)

Probationary period for inside group is 3 months. Maximum rate for Clerk-Typist reached after six semi-annual increases. Maximum rate for Senior Draftsman reached after three annual increases.

Cost-of-Living Allowance (new): If, in any month in 1977, the Canada Consumer Price Index exceeds 165.5 (where 1971=100) by a factor of 1% or more, the employee shall receive 1% of his hourly wage times hours worked since the first day of such month for each full 1% rise. Payment will be made on the same basis in months subsequent to the month in which the provision is triggered. Money generated will be paid to the employee in a lump sum as soon as is conveniently possible after December 31, 1977. A fractional percentage greater than $\frac{1}{2}\%$ shall be taken into account, but only on the final amount generated.

Shift Premium: 0 - 25¢ - 25¢ (0 - 22¢ - 22¢).

Paid Vacation: 6 weeks after 25 years' service. (Previously, 6 weeks' vacation is granted on the occasion of the 25th anniversary year, only.)

Tool Allowance: \$50 (new) per year for Garage Mechanic - Grade 1.

Hamilton City Corporation - Local 167, Canadian Union of Public Employees (CLC)
(inside employees): A 12-month renewal agreement effective from February 1, 1977 to January 31, 1978, covering 435 employees, settled at the bargaining stage. Duration of negotiations - $3\frac{1}{2}$ months.

Wages:	Effective	<u>Feb. 1/77</u>
	General Increase	8%
	Clerk Typist III	\$157.80-\$170.58 (\$146.11-\$157.94)

Feb. 1/77

Draftsman I	\$262.39-\$314.24 (\$242.95-\$290.96)
Systems Analyst	\$418.58-\$498.60 (\$387.57-\$461.67)

Probationary period is 60 working days. Annual increases granted merit. Maximum rates for Clerk Typist III may be reached after 2 annual increases, and for Draftsman I and Systems Analyst after 4 annual increases.

Health and Welfare: Dental Plan - Improvements in coverage.

Mileage Allowance: Minimum (new) of \$300 per year.

Scarborough Borough Corporation - Local 545, Canadian Union of Public Employees (CLC) (office, clerical and technical employees):
A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 452 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	8%
	Salary Group 2 (includes Junior Records Clerk)	\$7,506 - \$8,116 (\$6,950 - \$7,515)
	Salary Group 19 (Drafting Super- visor)	\$18,297 - \$22,644 (\$16,942 - \$20,967)

Probationary period is 65 working days. Maximum rates for Junior Records Clerk reached after 18 months and, for Drafting Supervisor, after 54 months.

Cost-of-Living Allowance (new): Effective January 1, 1977, 1¢ per hour per 1 per cent change in the Consumer Price Index above 164, where 1971=100.

Shift Premium: 0 - 25¢ - 25¢ (0 - 22¢ - 22¢).

Health and Welfare: Life Insurance and A.D. & D. - Effective March 28, 1977, employer pays 75% (50%) of cost of premiums.

Long Term Disability Plan - Effective March 28, 1977, benefits are 75% of salary to a maximum of \$1,500 (\$1,000) per month.

Scarborough Borough Corporation - Local 368, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal

agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 620 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/77</u>	<u>Mar. 28/77</u>
	General Increase	8%	
	Adjustment (Various classifications including Auto Mechanics and Maintenance Tradesmen)		3¢-20¢
	Labourer	\$6.07 (\$5.62)	
	Licensed Mechanic	\$7.34 (\$6.80)	\$7.54

Cost of Living Allowance (new): 1¢ per hour for each 1% rise in the Consumer Price Index above 164.0 (1971=100), payable at the conclusion of the agreement.

Shift Premium: 0-25¢-25¢ (0-22¢-22¢).

Paid Leave for Union Business: One day per week will be granted to 3 members of the Union Executive Committee (new).

Protective Clothing (new): Parkas will be provided to designated employees.

Toronto City and Metro Toronto - Canadian Union of Public Employees (CLC), Local 43 (outside employees) and Local 79 (inside employees):
Four 12-month renewal agreements effective from Jan. 1, 1977 to Dec. 31, 1977, covering a total of 9,700 employees, settled at the direct mediation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	8%
	<u>Metro Toronto</u>	
	Outside Employees:	
	Labourer (after 3 months)	\$6.07 (\$5.62)
	Electronic Technician	\$8.09 (\$7.49)
	Inside Employees:	
	Clerk Grade 5	\$4.26-\$5.03 (\$3.94-\$4.66)
	Planner	\$8.87-\$12.29 (\$8.21-\$11.38)

Jan. 1/77

Toronto City

Outside Employees:

Labourer (after 3 months)	\$6.07 (\$5.62)
Stationary Engineer Grade 2	\$8.20 (\$7.59)

Inside Employees:

Clerk Grade 5	\$4.22-\$5.00 (\$3.91-\$4.63)
Real Estate Valuator and Negotiator	\$8.13-\$12.66 (\$7.53-\$11.72)

Cost of Living Allowance:	1% for each 1% rise in the Consumer Price Index above 164.0 (1971=100), payable at the conclusion of the agreement. (The previous formula which applied after an approximate 10% rise in the CPI did not generate an allowance.)
Shift Premium:	0-25¢-25¢ (0-20¢-20¢). Watchmen now qualify for shift premium.
Protective Clothing:	Parkas will be provided to designated employees (new).
Bereavement Leave:	One day's paid leave for mourning if the funeral is out of town and cannot be attended (new).
Maternity Leave:	Employer pays OHIP and Major Medical premiums for 8 weeks for women on leave (new).

York Borough Corporation (Works and Parks and Recreation Departments) - Local 10, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	8%
	Skilled Trades Adjustment	2¢ for Class 2 employees in the Parks Dept.
	Labourer (Ordinary)	\$5.85 - \$6.07 (\$5.42 - \$5.62)
	Machinist	\$7.47 (\$6.92)

Maximum rate for Labourer reached upon completion of the 3-month probationary period.

Cost-of-Living Allowance (new): If, in any month in 1977, the Canada Consumer Price Index exceeds 165 (where 1971=100) by a factor of 1% or more, the employee shall receive 1% of his hourly wage times hours worked since the first day of such month for each full 1% rise. Payment will be made on the same basis in months subsequent to the month in which the provision is triggered. Money generated will be paid to the employee in a lump sum as soon as is conveniently possible after December 31, 1977. A fractional percentage greater than $\frac{1}{2}\%$ shall be taken into account, but only on the final amount generated.

Shift Premium: 25¢ (20¢) per hour for any regular shift ending after 6 PM or commencing before 7 AM.

Meal Allowance: \$3 (\$2) to employees required to work overtime for 2 hours or more immediately prior to or following their normal shift. \$3 (new) to employees required to work overtime for 2 hours or more immediately following a scheduled day of overtime.

Mileage Allowance: \$4 (\$3) per day for employees required to use their own cars.

York Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Division) - Local 1953, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	43¢
	Housekeeper	\$4.05 - \$4.38 (\$3.62 - \$3.95)
	Clerk Steno	\$4.41 - \$5.30 (\$3.98 - \$4.87)
	Labourer-Driver	\$5.66 - \$5.94 (\$5.23 - \$5.51)
	Planner III	\$12.05 - \$13.63 (\$11.62 - \$13.20)

Probationary period is 6 months. Maximum rates reached after one 6-month and two 12-month increases.

Safety Shoe Allowance: Employer pays \$32 towards purchase of initial pair of safety shoes and \$16 per year thereafter towards purchase of replacement pairs (new).

Addendum

January 1977 Settlement

CONSTRUCTION

Andbury and District Road, Sewer and Watermain Contractors - Locals 491, 493 and 1036, Labourers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 300 employees, settled at the bargaining stage and ratified in January, 1977. Duration of negotiations - 3 days.

Wages:	Effective	Jan. 1/77	Apr. 1/77	Oct. 1/77
	Increases	\$.34-\$2.19*	\$.25; \$.40 for flag- person and \$1.25 for Group IV	\$.30; \$.40 for flag- person
	Labourer	\$5.70 (\$5.31)	\$5.95	\$6.25
	Form Builders and Carpenters on structures, etc.	\$8.45 (\$5.66)	\$8.70	\$9.00

*Note: Increases are subject to approval by the Anti-Inflation Board.

Reporting Pay:	Minimum of 2(1) hours' pay if lack of work is due to inclement weather.
Standby Pay:	Minimum of 2(1) hours' pay if required to stand by due to inclement weather.
Welfare:	Employer contribution is 30¢(12¢) per hour.
Room and Board Allowance:	\$15(\$8) per day for each working day.
Temporary Lay-off:	If necessitated by causes within the control of the Company, 2(1) hours' notice or pay in lieu.
Training Program:	Employer contribution is 10¢ (new) per hour.

February 1977 Settlement

CONSTRUCTION

Non-Destructive Testing Companies, province-wide - Local 128, Boilermakers (AFL-CIO/CLC) and Local 46, Plumbers (AFL-CIO/CLC): A 24-month

renewal agreement effective from December 1, 1976 to November 30, 1978, covering 200 employees, settled at the bargaining stage and ratified in February, 1977. Duration of negotiations - 3 months.

Early Termination: If the AIB guidelines are ended prior to November 30, 1978, this agreement shall terminate November 30, 1977 or 90 days after the termination of the guidelines, whichever is later.

Wages:	Effective	<u>Dec. 1/76</u>	<u>Dec. 1/77</u>
	Increases	\$.59 - \$1.34	\$.55 - \$.69
	Junior Technician	\$6.99 - \$8.24 (\$6.40 - \$7.25)	\$7.54 - \$ 8.79
	Senior Technician	\$8.59 - \$9.84 (\$7.25 - \$9.00)	\$9.28 - \$10.53

Maximum rates are payable when the employee has qualified in all of the categories covered under certification. Probationary rates are 25¢ per hour less than the minimum shown above.

Shift Premium: Afternoon Shift: 8 hours' pay for a 7½-hour shift. Night Shift: 8 hours' pay for a 7-hour shift. (Previously, 35¢ per hour for all work between 7 PM and 7 AM.)

Isolation Pay: \$1.50 (\$.75) per hour.

Paid Holidays: 1 floating day is added for a total of 11 (10) days.

Vacation Pay: An employee with one year's continuous service or less with the employer receives vacation pay of 4% of gross earnings during his probationary period and 6% (4%) upon completion of the same.

Bereavement Leave: Up to 3 days' paid leave (new) is granted for the purpose of attending the funeral of a mother, father, sister, brother, spouse or child.

Health and Welfare: New uniform national plan replaces previous local plans. Employer pays 100% of cost of premiums for the following:

Life Insurance and A.D. & D. - \$15,000 coverage.

Weekly Indemnity Plan - Benefits of \$147 per week, payable on a 1 - 4 - 15 basis.

OHIP

Extended Health Care Plan - Lifetime maximum is \$10,000 in benefits. 90/10 co-insurance. \$25/\$50 deductible per calendar year on prescription drugs only.

Dental Plan

Vision Care Plan - Maximum benefit is 90% of actual expense incurred or \$50, whichever is lesser, per period of 24 consecutive months.

Cleaning Allowance: Coveralls shall be cleaned as required (new).

Meal Allowance: Free meal and beverage plus a 30-minute paid meal break after hours of work and at 4-hour intervals thereafter (new).

Mileage Allowance: 25¢ (15¢) per mile.

Subsistence Allowance: Minimum (new) of \$19 per day except where camp accommodation is mandatory or where actual reasonable living expenses supported by receipts are paid.

On pipeline projects where camps are not provided and an employee cannot reasonably return daily to his normal place of residence he receives an allowance equal to that in the agreement between the Pipeline Contractors' Association and the Plumbers' Union. (Previously, \$17.50 per calendar day.)

Administration Fund: Each employer contributes 1% of gross employee earnings each month (new). Contributions shall be divided equally between the Quality Control Council of Canada and the Non-Destructive Management Association to defray negotiation and administration costs of the agreement and to further the industry.

Anti-Inflation Board Rulings in March 1977

Employer and Location	Reference	Action
Canada, system-wide and Canadian Air Line employees' Assn. (CLC)	Nov. 76, p. 662	Disallowed
Cock and Wilcox Canada Ltd., Cambridge and Steelworkers (AFL-CIO/CLC)	Sept. 76, p. 519	Allowed
son & Hedges (Canada) Ltd., Brampton and Tobacco Workers (AFL-CIO/CLC)	July 76, p. 381	Disallowed
leton Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	Feb. 76, p. 72	Disallowed
tral Hospital and 27 other Ontario hospitals and Canadian Operating Engineers (CCU)	Oct. 76, p. 614	Disallowed
mpion Spark Plug Company of Canada Ltd., Windsor and Auto Workers (CLC)	Feb. 77, p. 60	Allowed
ysler Canada Ltd., Windsor, Ajax and (Tobicoke and Auto Workers (CLC) (hourly-rated production empls.)	Nov. 76, p. 645	Allowed
utar Packaging Ltd., Red Rock Div., Red Rock and Canadian Paperworkers Union (CLC)	Mar. 76, p. 105	Disallowed
ham Regional Board of Commissioners of Police and Durham Regional Police Assn. (Ind.)	Dec. 76, p. 754	Allowed
d Motor Co. of Canada Ltd., Bramalea and Windsor and Auto Workers (CLC) (office, clerical and technical empls.)	Nov. 76, p. 652	Allowed
ntenac County Board of Education and Ont. Secondary School Teachers' Fed. (OTF)	Oct. 76, p. 604	Disallowed
eral Bakeries Ltd. (G.B. Wonder Div.), Toronto and Bakery Workers (AFL-CIO/CLC)	Sept. 76, p. 516	Disallowed
ernment of Canada (Treasury Board) and Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group, non-supervisory)	Nov. 76, p. 679	Disallowed
b Industries Ltd., Kitchener and United Shoe Workers (AFL-CIO/CLC)	Feb. 76, p. 47	Allowed
bton County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	Nov. 76, p. 668	Allowed

Anti-Inflation Board Rulings in March 1977 (Cont'd)

Employer and Location	Reference	Action
Metropolitan General Hospital, Windsor and Service Employees (AFL-CIO/CLC)	Sept. 76, p. 550	Disallowed
Monsanto Canada Ltd., Woodbridge and Clothing & Textile Workers (AFL-CIO/CLC)	July 76, p. 393	Allowed
National Knitting Mills Co. Ltd., Toronto and Clothing & Textile Workers (AFL-CIO/CLC)	Aug. 76, p. 448	Allowed
Ontario Masonry Industry Employers Council and Bricklayers (AFL-CIO/CLC)	June 76, p. 345	Disallowed
Oshawa City Corp and Canadian Union of Public Employees (CLC)	Dec. 76, p. 741	Allowed
Otaco Limited, Orillia and Steelworkers (AFL-CIO/CLC)	July 76, p. 387	Disallowed
Ottawa City Corp. and Ottawa Police Assn. (Ind.)	Oct. 76, p. 616	Disallowed
Ottawa Civic Hospital and Canadian Union of Public Employees (CLC) (medical technologists and technicians)	Aug. 76, p. 484	Disallowed
Port Arthur Shipbuilding Co., Div. of Canadian Shipbuilding and Engineering Ltd., Thunder Bay and Steelworkers (AFL-CIO/CLC)	June 76, p. 301	Disallowed
University of Windsor and Canadian Union of Public Employees (CLC)	Oct. 76, p. 613	Disallowed
York Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (OTF)	June 76, p. 331	Disallowed

Negotiations in Progress during March 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
C Canada Ltd., Carter carburetor Div., Bramalea	Machinists (AFL-CIO/CLC)	250	B
PParts of Canada Ltd., Toronto	Auto Workers (CLC)	375	CO
len Industries Canada Ltd., amilton	Auto Workers (CLC)	500	B
merican Can of Canada Ltd., alton	Sheet Metal Workers (AFL-CIO/CLC)	200	B
tnic Energy of Canada Ltd., halk River and Deep River**	Atomic Energy Allied Council (various AFL-CIO/CLC unions)	870	B
tnic Energy of Canada Ltd., ower Projects, Mississauga**	Society of Professional Engineers (Ind.)	340	B
acrest, Sunnybrook, Toronto ast General and Wellesley ospitals, Toronto	Service Empls. (AFL-CIO/CLC)(office empls.)	810	ARB
eleville General Hospital	Ont. Nurses' Assn. (Ind.)	276	B
edix Automotive of Canada td., Windsor	Auto Workers (CLC)	610	B
ront County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	389	PMB
eph Brant Memorial Hospital, urlington	Ont. Nurses' Assn. (Ind.)	322	CO
owers' Warehousing Ltd., rovince-wide	Canadian Brewery Workers Union (CLC)	1,400	B
ld Automotive Company of Canada td., Kitchener	Auto Workers (CLC)	2,200	PCB
NTower Restaurants Ltd., Toronto	Railway, Transport and General Workers (CLC)	269	CO
ada Coach Lines, Hamilton**	Transit Union (AFL-CIO/CLC)	200	B
ada Packers Ltd., Acton	Foodworkers (AFL-CIO/CLC)	360	MED
ada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	230	B
adian Blower and Forge Co. td., Kitchener	Steelworkers (AFL-CIO/CLC)	213	B
adian Johns-Manville Co., td., Port Union	Canadian Chemical Workers (Ind.)	530	B
adian National Institute for he Blind, province-wide	Service Empls. (AFL-CIO/CLC)	575	MED
gling O'Keefe Ltd. and Carling p'Keefe Transport, Etobicoke, Toronto and Waterloo	Canadian Brewery Workers Union (CLC) (production and transport empls.)	610	B
istie, Brown and Co. Ltd., Etobicoke	Bakery Workers (AFL-CIO/CLC)	550	B

See page 179 for definition of codes.

Federal jurisdiction

Negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
A.R. Clarke & Co. Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	315	CO
Commonwealth Holiday Inns of Canada Ltd., Holiday Inn of Ottawa Centre, Ottawa	Hotel Employees (AFL-CIO/CLC)	205	CO
Consumers Glass Co. Ltd., Toronto	Glass and Ceramic Workers (AFL- CIO/CLC)	670	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC)	800	PCB
Council of Printing Industries of Canada, Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	220	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	795	B
Crouse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	300	CO
Dobbie Industries Ltd., Woollen and Fabric Div., Cambridge	National Council of Canadian Labour (Ind.)	212	B
Donglas Ltd., Hamilton	Glass and Ceramic Workers (AFL- CIO/CLC)	800	B
Dominion Bridge Co. Ltd. (Mount Dennis), Toronto	Steelworkers (AFL-CIO/CLC)	336	CO
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	385	MED
Dominion Textile Ltd., Long Sault Fabric and Long Sault Yarn Plants, Long Sault	United Textile Workers (AFL-CIO/CLC)	540	B
Domtar Chemicals Ltd., Sifto Salt Div., Goderich Mine, Goderich	Canadian Chemical Workers (Ind.)	220	B
Dow Chemical of Canada Ltd., Sarnia	Oil, Chemical & Atomic Workers (AFL-CIO/CLC)	805	PCB
Du Pont of Canada Ltd., Maitland	Chemical Workers (AFL-CIO/CLC)	630	B
Durham Board of Education	CUPE (CLC) (maintenance, service empls. custodians and bus drivers)	366	B
Durham Region Roman Catholic Separate School Board	Teachers Federations	365	ARB
Durham Regional Municipality, Works Dept.	CUPE (CLC) (outside empls.)	250	PCB
Durham Regional Police	Police Assn. (Ind.)	295	B
Emanuel Products Ltd., Toronto	Woodworkers (AFL-CIO/CLC)	215	MED
Essex International, Dunnville	Auto Workers (CLC)	350	CO
Etobicoke Borough	CUPE (CLC) (outside empls.)	660	B

Negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Whitby Borough Board of Education	CUPE (CLC) (caretakers, matrons, maintenance, etc. empls.)	515	B
Perantti-Packard Ltd., Mt. Dennis Plant, Toronto	Electrical Workers (UE) (CLC)	225	B
Perglas Canada, Ltd., Sarnia	Oil, Chemical & Atomic Workers (AFL-CIO/CLC)	595	CO
Perglas Canada, Ltd., Textile and Chemical Plant, Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	312	B
Stitts Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	720	B
Frankel Structural Steel Ltd., Toronto	Iron Workers (AFL-CIO/CLC)	290	B
Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	1,100	B
Essex Rubber of Canada Ltd., Brantford	Rubber Workers (AFL-CIO/CLC)	350	B
General Foods, Ltd., Cobourg	Foodworkers (AFL-CIO/CLC)	765	B
Godrich, B.F., Canada Ltd., Kitchener and Waterloo	Rubber Workers (AFL-CIO/CLC)	650	B
Goodyear Canada Inc., New Toronto	Rubber Workers (AFL-CIO/CLC)	1,530	CO
Goodyear Canada Inc., Factory and Reclaim Plant, Bowmanville	Rubber Workers (AFL-CIO/CLC)	240	CO
Gold Manufacturing of Canada Ltd., Mechanical Products Div., St. Thomas	Machinists (AFL-CIO/CLC)	350	B
Government of Canada (Treasury Board)**	Professional Assn. of Foreign Service Officers (Ind.)	980	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	CO
Hamilton Regional Police	Police Assn. (Ind.)	260	B
Hamilton City	CUPE (CLC) (outside empls.)	565	B
Hamilton City	Fire Fighters (AFL-CIO/CLC)	410	B
Hamilton City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	272	B
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	735	CO
Hamilton-Wentworth Regional Board of Commissioners of Police	Hamilton-Wentworth Police Assn. (Ind.)	625	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	275	B

Federal jurisdiction

Negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hawker Siddeley Canada Ltd., (Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	860	B
Hayes-Dana Ltd., St. Catharines and Thorold	Auto Workers (CLC)	1,650	B
Hilroy Envelopes and Stationery Ltd., Toronto	Canadian Paperworkers (CLC)	210	CO
Holmes Foundry, Sarnia	Auto Workers (CLC)	406	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200	CO
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	285	PCB
Inglis Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	800	B
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,500	B
International Harvester Co. of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC) (office, clerical and technical empls.)	350	CO
International Harvester Co. of Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	1,800	B
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC) (office, clerical, technical, maintenance and service empls.)	335	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	450	ARB
Kingston Spinners Ltd.	Clothing and Textile Workers (AFL-CIO/CLC)	350	CO
Kitchener City Corp. (Public Works and Parks and Recreation)	CUPE (CLC)	250	B
Kodak Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	CO
LOF Glass of Canada Ltd., Collingwood	Glass and Ceramic Workers (AFL-CIO/CLC)	325	MED
Labatt's Ontario Breweries, London	CLC-Chartered Local	500	B
Lakehead Terminal Elevators (various companies), Thunder Bay	Railway Clerks (AFL-CIO/CLC)	1,500	CO
Lambton County Board of Education	CUPE (CLC) (custodians)	200	B
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	252	MED
Linen Supply Industry Employers' Council, Toronto	Laundry Workers (CLC)	1,200	ARB
Thomas J. Lipton Ltd., Bramalea and Toronto	Millers (AFL-CIO/CLC)	220	CO

Negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
London City	CUPE (CLC) (office, clerical and technical empls.)	325	B
London City Board of Education	CUPE (CLC) (custodians and stationary engineers)	350	B
London City Board of Education	CUPE (CLC) (office, clerical and technical empls.)	320	B
London City Police Force	Police Assn. (Ind.) (policemen and civilian empls.)	443	B
McCormick's Ltd., London	Millers (AFL-CIO/CLC)	820	CO
McGraw-Edison of Canada Ltd., Major Appliance Div., Cambridge	Electrical Workers (IUE) (AFL-CIO/CLC)	500	PCB
McGregor Hosiery Mills Ltd., Toronto	Canadian Textile & Chemical Union (Ind.)	250	B
McKellar General Hospital, Thunder Bay	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	ARB
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls., full and part-time)	290	B
Metropolitan Toronto Apartment Builders Assn. (Housing and Apartment Buildings)	Labourers (AFL-CIO/CLC)	400	B
Millhaven Fibres Ltd., Millhaven	Oil, Chemical & Atomic Workers (AFL-CIO/CLC)	940	CO
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	241	B
Molson's Brewery (Ontario) Ltd. and W.J. Hyatt Transport, Toronto	Canadian Brewery Workers Union (CLC)	625	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	290	ARB
Mount Sinai Hospital, Toronto	Service Empls. (AFL-CIO/CLC) (office and clerical empls.)	200	CO
National Auto Radiator Mfg. Co. Ltd., Windsor	Auto Workers (CLC)	320	B
National Hardware Specialties Ltd., Dresden and Wallaceburg	Auto Workers (CLC)	285	B
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (Ind.) (clerical empls.)	324	B
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (operational category, supervisory and non-supervisory)	289	B
Nestle (Canada) Ltd., Chester-ville	Retail, Wholesale Employees (AFL-CIO/CLC)	298	CO

* Federal jurisdiction

Negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Niagara Falls City Corp.	CUPE (CLC) (clerical, service and maintenance empls.)	300	B
Niagara Regional Board of Commissioners of Police	Niagara Region Police Assn. (Ind.)	510	B
Niagara Regional Municipality	CUPE (CLC) (inside and outside empls.)	450	CO
Niagara South Board of Education	CUPE (CLC) (caretaking and maintenance empls.)	450	CO
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	244	PMB
North York Borough	CUPE (CLC) (inside empls.)	510	B
North York Borough	CUPE (CLC) (outside empls.)	710	B
North York Borough	Fire Fighters (AFL-CIO/CLC)	555	B
North York Borough Hydro-Electric Commission	CUPE (CLC)	325	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	515	CO
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	CO
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (Ind.) (academic staff librarians and counsellors)	6,155	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (Ind.) (support staff empls.)	3,500	B
Ontario Government	Ont. Provincial Police Assn. (Ind.)	3,935	B
Ontario Government (Working Conditions)	OPSEU (Ind.) (classified public servants)	54,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	670	ARB
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	800	ARB
Ontario Hydro, province-wide	CUPE (CLC) (hydro empls.)	13,320	B
Ontario Jockey Club (Standard-bred Div.)	Service Empls. (AFL-CIO/CLC)	300	B
Ontario Jockey Club (Thoroughbred Div.)	Service Empls. (AFL-CIO/CLC)	450	B
Oshawa City (Public Works, Parks and Property Depts. and Civic Auditorium)	CUPE (CLC)	226	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO

Negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	1,630	MED
Ottawa City	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City	Ottawa Police Assn. (Ind.)	680	B
Ottawa City Hydro-Electric Commission	CUPE (CLC)	202	B
Ottawa City and Regional Municipality of Ottawa- Carleton	CUPE (CLC) (civic empls.)	3,090	B
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	925	CO
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	ARB
Ottawa Roman Catholic School Board	Cdn. Merchandising Employees Union (maintenance empls. and custodians)	250	WS
Stons and Baldwin (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL- CIO/CLC)	289	B
Well County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	MED
Well Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	385	B
Worley Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	238	CO
Worth County Board of Education	Teachers Federations	370	B
Waterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	342	CO
Philips Electronics Industries Ltd., Strathroy	Christian Labour Assn. of Canada (Ind.)	250	CO
Philips Electronics Ltd., Toronto	Electrical Workers (IBEW) (AFL-CIO/CLC)	250	B
Pilkington Brothers (Canada) Ltd. (Pilkington Glass Mfg. Div.), Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC)	650	B
Pirelli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	200	B
Queen's University, Kingston	CLC-Chartered Local (maintenance and service empls. and stationary engineers)	350	B
SA Limited, Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	880	B
Seed Paper Ltd., Dryden	Carpenters (AFL-CIO/CLC)	250	M/WS
Sidverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	ARB

Negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Robson-Lang Leathers Ltd., Barrie, Cobourg, Kitchener and Oshawa	Foodworkers (AFL-CIO/CLC)	500	CO
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	755	B
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.)	234	CO
St. Catharines City Corp., Arena, City Hall, Parks and Recre- ation and Works Depts.	CUPE (CLC)(equipment operators, maintenance and service empls.)	200	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	CO
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	CO
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	375	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	CO
St. Mary's of the Lake Hospital, Kingston	Employees' Assn. (Ind.)	200	CO
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	610	ARB
Salada Foods Ltd., Toronto	Bakery Workers (AFL-CIO/CLC)	200	B
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	CO
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	ARB
Samuel, Son and Co. Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	305	B
Sandwich, Windsor & Amherstburg Railway Co., Windsor	Transit Union (AFL-CIO/CLC)	200	B
Sangamo Co. Ltd., Toronto	Machinists (AFL-CIO/CLC)	310	B
Scarborough Borough	Fire Fighters (AFL-CIO/CLC)	370	B
Scarborough Borough Board of Education	CUPE (CLC)(operations and maintenance empls.)	705	B
Scarborough Borough Board of Education	CUPE (CLC)(part-time maintenance empls.)	290	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	CO
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.)	560	CO
Laura Secord Ltd., Scarborough	Bakery Workers (AFL-CIO/CLC)	500	CO

negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ill Canada Ltd. (Sarnia Refinery), Sarnia	Oil, Chemical & Atomic Workers (AFL-CIO/CLC)	210	B
Verwood Industries Ltd. (Silverwood Dairies Div.), London	Teamsters (Ind.)	200	CO
ar Furniture Ltd. (Chair and Meridian Furniture Divs.), Toronto	Steelworkers (AFL-CIO/CLC)	366	B
ainberg's Ltd., Miracle Mart Div., eastern Ontario	Retail Clerks (AFL-CIO/CLC)	250	B
ormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	525	MED
lbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	CO
har Ltd., Steel Div., Waterloo	Steelworkers (AFL-CIO/CLC)	251	B
nybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	PCB
cton Place Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	240	B
akco Canada Ltd., Port Credit	Oil, Chemical & Atomic Workers (AFL-CIO/CLC)	200	CO
ompson Products, St. Catharines	Employees' Assn. (Ind.)	835	B
Canada Ltd., London	Auto Workers (CLC)	350	CO
nder Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	225	B
ronto City	Fire Fighters (AFL-CIO/CLC)	1,300	B
ronto City Board of Education	CUPE (CLC)(caretakers and maintenance empls.)	700	B
ronto City Board of Education	CUPE (CLC)(chief caretakers and engineers)	257	B
ronto City Board of Education	CUPE (CLC)(non-teaching empls.)	408	B
ronto City Board of Education (Public Schools Sector)	CUPE (CLC)(office and clerical empls.)	210	B
ronto Construction Assn.	Iron Workers (AFL-CIO/CLC)	500	B
ronto East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	550	ARB
ronto General Hospital	Ont. Nurses' Assn. (Ind.)	840	CO
ronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	800	CO
ronto Hydro-Electric System	CUPE (CLC)(clerical and technical empls.)	500	B
ronto Hydro-Electric System	CUPE (CLC)(hourly-rated empls.)	500	B
ronto Star Ltd.	Various Unions	391	CO

Negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	CO
Union Carbide Canada Ltd. (Carbon and Metal Products), Welland	Electrical Workers (UE)(CLC)	520	B
Uniroyal Ltd. (Tire Factory and Rubber Machinery Shops), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,200	B
United Co-operatives of Ontario, Tend-R-Fresh Plant, Petersburg	Foodworkers (AFL-CIO/CLC)	219	B
Upper Lakes Shipping Ltd., province-wide	Railway, Transport and General Workers (CLC)(ships' crews)	500	B
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.)(full-time empls.)	470	CO
Wabco Ltd., Stoney Creek	Electrical Workers (UE)(CLC)	300	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE)(CLC)	3,050	CO
Westinghouse Canada Ltd., London	Electrical Workers (UE)(CLC)	270	B
White Farm Equipment (Canada) Ltd., Brantford	Auto Workers (CLC)	850	B
Windsor Board of Education	CUPE (CLC)(caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	B
Windsor Bumper Co. (Gulf and Western (Canada) Ltd.)	Auto Workers (CLC)	400	B
Windsor City	CUPE (CLC)(inside empls.)	530	B
Windsor City (Public Works and Parks and Recreation Depts.)	CUPE (CLC)(service and maintenance empls.)	400	B
Windsor City Police (Unit A)	Police Assn. (Ind.)	377	B
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	CO
Windsor Utilities Commission	Electrical Workers (IBEW)(AFL-CIO/CLC)	225	B
Workmen's Compensation Board, province-wide	CUPE (CLC)(rehabilitation workers, clerks, registered nurses, etc.)	1,200	MED
York Borough Board of Education	CUPE (CLC) (caretakers and main- tenance and stockroom empls.)	235	B
York Regional Municipality Police Dept.	Police Assn. (Ind.)	285	B
Zehr's Markets Ltd., Guelph	Diamond Z Assn. (Ind.)	288	B

Negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
<u>More Than One Province</u>			
r Canada, system-wide**	Air Line Pilots (Ind.)	1,515	B
r Canada, system-wide**	Machinists (AFL-CIO/CLC) (maintenance, overhaul, etc. empls.)	7,250	B
ll Canada, Quebec and Ontario**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	CO
Air, system-wide**	Air Line Pilots (Ind.)	600	B
Air, system-wide**	Machinists (AFL-CIO/CLC)	1,730	B
Air, system-wide**	Railway Clerks (AFL-CIO/CLC)	1,300	B
nada Packers and Wilsil Ltd., Charlottetown, P.E.I., Hull and Montreal, Que., Bramalea and Toronto, Ont., St. Boniface and Winnipeg, Man., Moose Jaw, Sask., Edmonton, Red Deer, Calgary and Lethbridge, Alta., and Vancouver, B.C.	Foodworkers (AFL-CIO/CLC)	5,500	B
ouncil of Printing Industries of Canada, Hamilton, London and Toronto, Ont., and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls.)	1,780	PCB
overnment of Canada (Treasury Board)**	Air Traffic Employees (Ind.)	2,165	CB
overnment of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	3,890	B
overnment of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC)	2,890	B
overnment of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,235	B
overnment of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (commerce group)	1,465	ARB
overnment of Canada (Treasury Board)**	PIPS (Ind.) (computer system administration)	2,040	B
overnment of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	B
overnment of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	545	B
overnment of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	ARB

* Federal jurisdiction

Negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'r Stage
Government of Canada (Treasury Board)**	PIPS (Ind.) (translation group)	1,065	CB
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative ser- vices group)	4,740	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,500	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	2,895	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,365	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,905	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters group, supervisory and non-supervisory)	1,535	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-super- visory)	19,935	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,610	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services, super- visory and non-supervisory)	4,155	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,315	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,970	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,560	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	725	CO
St. Lawrence Seaway Authority Quebec and Ontario**	Railway, Transport and General Workers (CBRT) (CLC)	1,100	B
Soo-Security Motorways, Ont., Man., Sask., and Alta.**	Teamsters (Ind.) (warehousemen, drivers, etc.)	675	B
Swift Canadian Co., Ltd., Toronto, Ont., St. Boniface, Man., Edmonton and Lethbridge, Alta., and Richmond, B.C.	Foodworkers (AFL-CIO/CLC)	1,900	B

**Federal jurisdiction

Negotiations in Progress during March 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1977

Employer and Location	Union	No. of Empls.
Air Canada (maintenance, overhaul, etc. empls.), Province-wide	Machinists (AFL-CIO/CLC)	1,700
Allen Industries Canada, Hamilton	Auto Workers (CLC)	500
American Can of Canada, Marathon	Canadian Paperworkers (CLC)	540
Architectural Glass and Metal Contractors Assn., OLRB Area 8	Painters (AFL-CIO/CLC)	350
Associated Fur Industries of Toronto	Foodworkers (AFL-CIO/CLC)	450
Canadian Blower and Forge Co., Kitchener	Steelworkers (AFL-CIO/CLC)	210
Canadian Johns-Manville Co., Port Union	Chemical Workers (AFL-CIO/CLC)	530
Central Ontario Electrical Contractors Assn., OLRB Areas 3P, 6, 7, 8P, 26P, 27 and 28	Electrical Workers (IBEW) (AFL-CIO/CLC)	450
Christie, Brown and Co., Etobicoke	Bakery Workers (AFL-CIO/CLC)	550
Council of Printing Industries of Canada, Toronto	Printing and Graphic Com- munications (AFL-CIO/CLC)	220
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL- CIO/CLC)	790
Dobbie Industries, Woollen and Fabric Div., Cambridge	National Council of Canadian Labour (Ind.)	210
Dome Mines, Intercity	Steelworkers (AFL-CIO/CLC)	520
Du Pont of Canada, Maitland	Chemical Workers (AFL-CIO/CLC)	630
Ferranti-Packard Ltd., Mt. Dennis Plant, Toronto	Electrical Workers (UE)(CLC)	220
Fittings Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	720
Frankel Structural Steel, Toronto	Structural Iron Workers (AFL- CIO/CLC)	290
Gates Rubber of Canada, Brantford	Rubber Workers (AFL-CIO/CLC)	350
Grand Valley Construction Assn., OLRB Areas 4, 6, 7 and 27	Carpenters (AFL-CIO/CLC)	550
Grand Valley Construction Assn., OLRB Areas 4, 6, 7, 27 and 28	Labourers (AFL-CIO/CLC)	560
Greater Windsor Home Builders Assn., OLRB Area 1	Carpenters (AFL-CIO/CLC)	450
Hamilton and District Sheet Metal Contractors Assn., OLRB Areas 3P, 4, 5, 8P and 26	Sheet Metal Workers (AFL- CIO/CLC)	700
Hamilton City Board of Education (caretakers and maintenance empls.)	CUPE (CLC)	270
Hamilton Construction Assn., OLRB Areas 5P, 8P and 26	Labourers (AFL-CIO/CLC)	900
Hamilton Construction Assn. and Builders Exchange (General Contractors Section), OLRB Areas 5P, 8P and 26P	Carpenters (AFL-CIO/CLC)	800

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1977 (Cont'd)

Employer and Location	Union	No. of Empls.
Hamilton Electrical Construction Assn., OLRB Areas 4, 5P, 8P and 26P	Electrical Workers (IBEW) (AFL-CIO/CLC)	1,000
Hamilton Mechanical Contractors Assn., OLRB Areas 4P, 5P, 8P and 26P	Plumbers (AFL-CIO/CLC)	1,260
International Harvester Co. of Canada (office, clerical and technical empls.), Hamilton	Steelworkers (AFL-CIO/CLC)	350
International Harvester Co. of Canada (production and maintenance empls.), Hamilton	Steelworkers (AFL-CIO/CLC)	1,800
Imberly-Clark of Canada, Terrace Bay	United Paperworkers (CLC)	375
Kingston Construction Assn., OLRB Area 29P	Carpenters (AFL-CIO/CLC)	300
Kingston Construction Assn., OLRB Areas 12, 29 and 30	Labourers (AFL-CIO/CLC)	600
Kitchener Mechanical Contractors Assn., OLRB Areas 3P, 6, 7, 8P, 26P and 28	Plumbers (AFL-CIO/CLC)	500
Lake Ontario Construction Assn., OLRB Areas 9, 10, 11 and 12	Carpenters (AFL-CIO/CLC)	600
Lakehead Sheet Metal Contractors Assn., OLRB Areas 21P, 22, 23, 24 and 25	Sheet Metal Workers (AFL-CIO/ CLC)	200
London and District Construction Assn., OLRB Area 3	Labourers (AFL-CIO/CLC)	500
London and District Construction Assn. (General Contractors Section), OLRB Area 3	Carpenters (AFL-CIO/CLC)	780
London Electrical Contractors Assn., OLRB Area 3P	Electrical Workers (IBEW) (AFL-CIO/CLC)	350
London Mechanical Contractors Assn., OLRB Area 3P	Plumbers (AFL-CIO/CLC)	400
London Sheet Metal Contractors Assn., OLRB Area 3P	Sheet Metal Workers (AFL-CIO/ CLC)	270
Metrol Toronto Apartment Builders, OLRB Area 8	International Operating Engineers (AFL-CIO/CLC)	400
Monarch Fine Foods, Toronto	Teamsters (Ind.)	275
National Auto Radiator Manufacturing Co., Windsor	Auto Workers (CLC)	320
National Garment Manufacturers Assn., Sportswear Div., Toronto	United Garment Workers (AFL- CIO/CLC)	520
National Grocers Co., Intercity	Retail, Wholesale Union (AFL-CIO/CLC)	207
National Research Council of Canada (operational category, supervisory and non-supervisory), Ottawa	Research Council Employees (Ind.)	289

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1977 (Cont'd)

Employer and Location	Union	No. of Empls
Niagara Construction Assn., OLRB Area 5	Labourers (AFL-CIO/CLC)	250
Niagara Construction Assn., OLRB Area 5P	Carpenters (AFL-CIO/CLC)	500
Niagara Mechanical Contractors Assn., OLRB 5P	Plumbers (AFL-CIO/CLC)	350
Niagara Peninsula Electrical Contractors Assn., OLRB Area 5P	Electrical Workers (IBEW) (AFL-CIO/CLC)	350
Nipissing Board of Education	CUPE (CLC)	250
Ontario Acoustical Assn., Province-wide	Carpenters (AFL-CIO/CLC)	2,000
Ontario Acoustical Assn., Province-wide	Painters (AFL-CIO/CLC)	400
Ontario Construction Labour Relations Assn., OLRB Areas 16, 17, 19, 20 and 21	Labourers (AFL-CIO/CLC)	1,075
Ontario Construction Labour Relations Assn., OLRB Areas 3P, 4, 5, 6, 7, 8P, 26 and 28	Structural Iron Workers (AFL-CIO/CLC)	200
Ontario Crane Rental Assn., Province-wide	International Operating Engineers (AFL-CIO/CLC)	200
Ontario Erectors Assn., Province-wide	Structural Iron Workers (AFL-CIO/CLC)	3,500
Ontario Interior Systems Contractors Assn., Province-wide	Lathers (AFL-CIO/CLC)	1,400
Ontario Interior Systems Contractors Assn., Province-wide	Painters (AFL-CIO/CLC)	400
Ontario Painting and Decorating Contractors Assn., OLRB Area 8P	Painters (AFL-CIO/CLC)	400
Ontario Painting and Decorating Contractors Assn., Province-wide	Painters (AFL-CIO/CLC)	3,500
Oshawa and District Commercial Construction Exchange, OLRB Areas 9 and 10	Labourers (AFL-CIO/CLC)	500
Oshawa-Port Hope Electrical Contractors Assn., OLRB Areas 9P and 10P	Electrical Workers (IBEW) (AFL-CIO/CLC)	300
Oshawa-Port Hope Mechanical Contractors Assn., OLRB Areas 8P, 9-11 and 12P	Plumbers (AFL-CIO/CLC)	250
Ottawa Construction Assn., OLRB Area 15P	Carpenters (AFL-CIO/CLC)	1,000
Ottawa Construction Assn., OLRB Areas 10P, 11P, 12-15 and 29-31	Plasterers (AFL-CIO/CLC)	200
Ottawa Construction Assn., OLRB Areas 13, 14, 15P, 29P, 30 and 31	Carpenters (AFL-CIO/CLC)	400
Ottawa Electrical Contractors Assn., OLRB Areas 13P, 14 and 15	Electrical Workers (IBEW) (AFL-CIO/CLC)	800
Ottawa Mechanical Contractors Assn., OLRB Areas 13P and 15P	Plumbers (AFL-CIO/CLC)	800

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1977 (Cont'd)

Employer and Location	Union	No. of Empls.
Ottawa Mechanical Contractors Assn., OLRB Areas 13P, 14, 15, 30P and 31	Sheet Metal Workers (AFL-CIO/CLC)	485
Ottawa Walls and Ceilings Contractors Assn., OLRB Areas 10P, 11P, 12-15 and 29-31	Plasterers (AFL-CIO/CLC)	200
Wilkinson Brothers (Canada), Glass Mfg. Div., Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC)	650
Pipe Line Contractors Assn. of Canada, Province-wide	Plumbers (AFL-CIO/CLC)	300
Pipe Line Contractors Assn. of Canada, Province-wide	Teamsters (Ind.)	200
Pipe Line Contractors Assn. of Canada, Province-wide	Labourers (AFL-CIO/CLC)	1,000
Firelli Cables, Guelph	Steelworkers (AFL-CIO/CLC)	200
Windsor-St. Lawrence Electrical Contractors Assn., OLRB Areas 12P, 13P, 29, 30 and 31	Electrical Workers (IBEW) (AFL-CIO/CLC)	420
Windsor Ste. Marie Builders Exchange, OLRB Area 21	Carpenters (AFL-CIO/CLC)	300
Windsor Secord Candy Shops, Birchmount Rd., Scarborough	Bakery Workers (AFL-CIO/CLC)	500
Windsor Construction Assn., OLRB Areas 17 and 32P	Carpenters (AFL-CIO/CLC)	500
Windsor Construction Assn., OLRB Areas 16, 17, 19, 20, 21, 25 and 32	International Operating Engineers (AFL-CIO/CLC)	200
Windsor Mechanical Contractors Assn., OLRB Areas 16, 17, 19, 20, 21P, 25P and 32P	Plumbers (AFL-CIO/CLC)	480
Thompson Products, Div. of TRW Canada, St. Catharines	Employees' Assn. (Ind.)	835
TM Canada, London	Auto Workers (CLC)	350
Thunder Bay Construction Assn., OLRB Areas 22, 23 and 24	Carpenters (AFL-CIO/CLC)	500
Thunder Bay Construction Assn., OLRB Areas 22, 23 and 24	Electrical Workers (IBEW) (AFL-CIO/CLC)	220
Thunder Bay Construction Assn., OLRB Areas 22, 23, 24 and 25	Structural Iron Workers (AFL-CIO/CLC)	250
Thunder Bay Construction Assn., OLRB Areas 22, 23P and 25P	Carpenters (AFL-CIO/CLC)	600
Thunder Bay Grocery Stores	Retail Clerks (AFL-CIO/CLC)	750
Thunder Bay Mechanical Contractors Assn., OLRB Areas 21P, 22, 23 and 24	Plumbers (AFL-CIO/CLC)	270
Toronto and District Carpentry Contractors Assn., OLRB Area 8	Carpenters (AFL-CIO/CLC)	300

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1977 (Cont'd)

Employer and Location	Union	No. Empl
Toronto Electrical Contractors Assn., OLRB Area 8P	Electrical Workers (IBEW) (AFL-CIO/CLC)	4,
Toronto Form Work Assn. (Residential Agreement), OLRB Areas 4-11, 18 and 26-28	Labourers (AFL-CIO/CLC)	2,8
Toronto Lathing and Plastering Contractors, OLRB Area 8	Bricklayers (AFL-CIO/CLC)	2
Toronto Mechanical Contractors Assn. (Metropolitan Plumbing and Heating Contractors Div.), OLRB Areas 8P and 27	Plumbers (AFL-CIO/CLC)	1,2
Toronto Mechanical Contractors Assn., OLRB Areas 8P and 27	Plumbers (AFL-CIO/CLC)	4,8
Toronto Residential Concrete Forming Contractors, OLRB Area 8	Labourers (AFL-CIO/CLC)	1,2
Toronto Sheet Metal and Air Handling Group (Roofing Div.), OLRB Areas 7P, 8P, 9P, 18 and 27	Sheet Metal Workers (AFL-CIO/CLC)	5
Toronto Sheet Metal and Air Handling Group, OLRB Areas 7P, 8P, 9P, 18 and 27	Sheet Metal Workers (AFL-CIO/CLC)	2,00
Toronto Star, Mailing Room	Printing and Graphic Communications (AFL-CIO/CLC)	28
Treasury Board of Canada, Firefighters, Non-Supervisory, Province-wide	Public Service Alliance of Canada (PSAC) (CLC)	22
Treasury Board of Canada, Physical Sciences Group, Province-wide	Professional Institute of the Public Service of Canada (PIPS) (Ind.)	32
Treasury Board of Canada, Postal Operations Group, Supervisory, Province-wide	Assn. of Postal Officials of Canada (Ind.)	77
University of Guelph	CUPE (CLC)	44
Wabco Ltd., Stoney Creek	Electrical Workers (UE)(CLC)	30
Waterloo-Wellington Sheet Metal Contractors Assn., OLRB Areas 3P, 6, 7 and 28	Sheet Metal Workers (AFL-CIO/CLC)	20
Westinghouse Canada, Huron and Clarke Rd., London	Electrical Workers (UE)(CLC)	27
Westinghouse Canada, Plants 1, 2 and 3, Hamilton	Electrical Workers (UE)(CLC)	3,05
White Motor Corp. of Canada, Farm Equipment Div., Brantford	Auto Workers (CLC)	85
Windsor Bumper Co. (Gulf and Western (Canada) Ltd.)	Auto Workers (CLC)	40
Windsor Construction Assn., OLRB Area 1	Carpenters (AFL-CIO/CLC)	35
Windsor Construction Assn., OLRB Area 1P	Labourers (AFL-CIO/CLC)	40

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1977 (Cont'd)

Employer and Location	Union	No. of Empls.
Windsor Electrical Contractors Assn., OLRB Area 1P	Electrical Workers (IBEW) (AFL-CIO/CLC)	300
Windsor Heavy Construction Assn. (Landscaping Section), OLRB Area 1	Teamsters (Ind.), International Operating Engineers (AFL- CIO/CLC) and Labourers (AFL-CIO/CLC)	200
Windsor Mechanical Contractors Assn., OLRB Area 1	Plumbers (AFL-CIO/CLC)	300
Windsor Sheet Metal Contractors Assn., OLRB Area 1P	Sheet Metal Workers (AFL- CIO/CLC)	200

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COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
April 1977

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1977 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries -- the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is included only when it is specifically stated in the settlement. It is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in April 1977 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in April 1977. Letter codes have been used to indicate the stage of the negotiations. These codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in May 1977.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

May 27, 1977

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Highlights

Agricultural Implement Industry Settlements. The first settlements in the current round of bargaining in the Ontario farm machinery industry were reached in April between the International Harvester Company of Canada at Hamilton and two locals of the United Steelworkers of America. The new contracts were ratified by 350 office employees on April 24, and, a few days later, by 2,100 hourly-paid plant employees who in the final stages of negotiations had launched a brief strike to protest delays in contract talks.

Farm equipment bargaining in Ontario traditionally follows the pattern established in the U.S. agricultural implement industry. Last fall the major U.S. manufacturers, bargaining with the United Auto Workers, reached agreement on new three-year contracts containing wage increases of 6.6 per cent in the first year and 3 per cent in each of the following two years, with cost-of-living protection. These settlements closely resembled the earlier U.S. auto industry pacts, including a "30-and-out" retirement formula and reduced working time.

The new three-year contracts at International Harvester in Hamilton provided annual wage increases of 3 per cent, plus an additional 11 cents per hour in the first year, a COLA fold-in of \$1.26 (or \$50.40 per week for salaried workers), and additional wage adjustments for certain employees, including skilled trades. The previous cost-of-living formula with a .35 adjustment factor was continued. Other changes included increased shift premiums, an additional paid holiday, and new or improved provisions covering paid vacations, health, welfare and pension benefits. The early retirement provision was amended to allow retirement after 30 years' service with full pension benefits regardless of age. The settlement terms are subject to AIB approval.

Hospital Nurses Settlement. Negotiations on new contracts covering about 22,000 nurses working in Ontario hospitals began last summer, with 110 hospitals again agreeing to participate in joint central talks with the Ontario Nurses Association (ONA). The previous agreements, the first to be negotiated on a province-wide basis, standardized wages, working conditions and benefits for nurses in the various hospitals and expired on September 30, 1976. However, the joint negotiations for renewal of these contracts collapsed at an early stage when the parties failed to reach agreement on the bargaining procedure to be followed. The ONA decided to revert to bargaining on a hospital-by-hospital basis.

Wellesley Hospital in Toronto was the first to reach the arbitration stage, and in early April an award covering the

hospital's 400 nurses was issued. Monthly salaries were raised by a total of \$168 in two stages over a two-year agreement, bringing the monthly salary of a full-time registered nurse from the previous range of \$1,115-\$1,315 to a new range of \$1,283-\$1,483 effective October 1, 1977. The hiring rate for nurses with less than one year of clinical experience remained at the old level of \$1,115 per month but will rise to \$1,190 per month on October 1, 1977. The arbitration award also increased shift premiums and standby duty payments, introduced a new provision for 5 weeks' paid vacation after 25 years' service (reduced to 22 years' service on October 1, 1977), and improved insurance benefits and the terms governing payment of responsibility allowances. In addition, provisions were strengthened to protect the nurses in the event of a long-term layoff and a new nurses negotiating committee was established. The award is subject to AIB approval.

At the end of April, negotiations for the renewal of major contracts covering hospital nurses had entered the arbitration stage at a further six hospitals, with three others at the post-conciliation bargaining stage and another twenty-three in conciliation.

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earmore, a Div. of Canada Packers Ltd., Acton	Foodworkers (AFL-CIO/CLC)	198
rant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	219
he Budd Automotive Company of Canada Ltd., Kitchener	Auto Workers (CLC) (production empls.)	209
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ow Chemical of Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	214
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Dominion Dairies Limited (Toronto Plants, Distribution and Maintenance Departments) - Local 647, Teamsters (Ind.): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 342 employees, settled with mediation assistance. Duration of negotiations - 4½ months.

Wages: Wage increase is retroactive to January 1, 1977 for all hours worked.

Effective Apr. 10/77

General Increase 65¢*

General Labour \$6.5250
(\$5.8750)

Electrician/Maintenance Mechanic \$7.2375
(\$6.5875)

Wholesale Driver \$291 per week
(Ice Cream) (\$265 per week)

*Note: Increase is subject to approval by the Anti-Inflation Board. 41.5¢ is payable immediately.

Cost-of-Living Allowance: 25-cent COLA float at term of the previous agreement continues.

1¢ per hour for each .5 point increase or decrease in the Canada Consumer Price Index, where 1971 (1961) = 100. To be paid quarterly, with a maximum payment of 37.5¢ (25¢) per hour worked during the life of the agreement. The first payment over the current maximum of 25¢ will be made in July 1977 based on the December 1976 CPI as compared to the March 1977 CPI. It will be paid on hours worked from April 1 through June 30, 1977.

Night Shift Premium: 27.5¢ (25¢) per hour for any regular daily shift commencing between 11 AM and 6 AM (5 AM). Increase is retroactive to January 1, 1977, but not applicable to overtime hours.

Pay for Work on a Scheduled Day of Rest: Maintenance employees required to work 6 consecutive days receive time and one-half (straight time) for all hours worked on the 6th day.

Employees scheduled to work on their regular day off receive 4 hours' pay (new) at straight time where such work is cancelled without 48 hours' notice.

Pay for Scheduled Work on a Paid Holiday: Double time plus holiday pay or double time plus a paid day off. (Previously, time and one-half plus holiday pay or one-half regular rate plus a paid day in lieu, plus holiday pay.)

Bereavement Leave: 1 day's paid leave (new) in the event of the death of a brother-in-law or sister-in-law.

Health and Welfare: Life Insurance and A. D. & D. - \$7,000 (\$5,000) coverage.

Weekly Indemnity Plan - Maximum benefit period is 52 (39) weeks.

Cleaning Allowance: \$1.50 (\$1.00) per week for cleaning of uniforms of delivery employees.

Meal Allowance: All Group 4 employees required to work more than 2 hours of overtime receive an allowance of \$1.75 (\$1.50). The allowance is \$3.50 (\$3.00) if more than 4 hours of overtime are required.

Safety Shoe Allowance: Employer supplies safety boots and/or shoes for drivers, but not more than two (one) pairs per year.

Tool Allowance: \$110 (\$90) per year for qualified electricians, mechanics and building maintenance employees.

McCormick's Ltd. at London - Local 242, Millers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 14, 1977 to February 13, 1979, covering 820 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Holdback: Increases in non-wage compensatory benefits will not be implemented unless approved by the Anti-Inflation Board.

Wages:	Effective	<u>Feb. 14/77</u>	<u>Feb. 14/78</u>
General Increases		8%	6%*
Group 3 (includes Labourer)		\$4.99-\$5.42 (\$4.62-\$5.02)	\$5.29-\$5.75
Group 9 (includes Pipefitter)		\$7.10 (\$6.57)	\$7.53

*If Anti-Inflation Board regulations are removed prior to February 14, 1978, the wage increase for this date will be renegotiated.

Cost of Living Allowance: Discontinued. (The previous formula, which required a 9% rise in the Consumer Price Index to become operative, did not generate an allowance.)

Shift Premium: 0-17¢-22¢ (0-16¢-21¢).

Paid Holidays: Effective in 1978, Heritage Day will be added if it is designated as a statutory holiday by the Government. If not, a floating holiday between Christmas and New Year's will be added for a total of 12 (11) paid holidays.

Paid Vacation: 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 15 years (all unchanged), 5 weeks after 25 years (previously, after 25 years, an extra 2% vacation pay with the option of a 5th week off).

Health and Welfare: Weekly Indemnity - Effective the first year of the agreement, \$120 (\$110) per week with illnesses requiring hospitalization now payable from the first day of hospitalization (previously, from the fourth day); effective the second year, \$130 per week.

Major Medical - \$10,000 (\$5,000) maximum coverage.

General Foods Ltd. at Cobourg - Local P-1230, Foodworkers (AFL-CIO/CLC):

A 12-month renewal agreement effective from May 15, 1977 to May 13, 1978, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 15/77</u>
	General Increase	38¢
	General Labour	\$6.53 (\$6.15)
	Electrician 1	\$7.58 (\$7.20)

Health and Welfare: Non-Occupational Sickness and Accident Plan - The plan now covers disabilities arising from pregnancy when the disability occurs outside of a stipulated period surrounding the pregnancy leave.

Kellogg Salada Canada Ltd. at Rexdale - Local 264, Bakery Workers (AFL-CIO/CLC): A

12-month renewal agreement effective from March 28, 1977 to March 25, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Mar. 28/77</u>
	General Increase	8%
	Category 2 (includes Packer-General Help)	\$4.87 (\$4.51)
	Category 10 (includes Electrician)	\$7.14 (\$6.61)

Health and Welfare: Dental Plan (new) - Subject to approval by the Anti-Inflation Board, employer pays 100% of the cost of premiums for a basic dental plan.

Lancia-Bravo Foods at Toronto - Local P530-1, Foodworkers (AFL-CIO/CLC): A 12-

month renewal agreement effective from January 18, 1977 to January 17, 1978, covering 264 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 18/77</u>
	General Increase	8%
	Light Packer	\$3.87 (\$3.58)
	Licensed Mechanic	\$6.62 (\$6.13)

*Shift Premiums: 0-18¢-22¢ (0-13¢-17¢).

*Overtime Pay: Time and one-half after 8 hours per day (previously after 44 hours per week). Double time (previously time and one-half) on Sundays and paid holidays.

Paid Vacations: 4 weeks after 16 (17) years, 5 weeks (new) after 25 years.

Health and Welfare: Life Insurance - \$6,000 (\$5,000).
Weekly Indemnity Plan - Benefits increase to 66 2/3% of weekly earnings to a maximum of \$150 (\$135), payable, as previously, on a 1-1-8-20 basis.

*OHIP - Employer pay 100% (75%) of cost of premiums.

Major Medical Plan - Deductible for family is reduced to \$25 (\$50).

Safety Shoe Allowance: \$16 (\$10) per year.

Cleaning Allowance: 65¢ (50¢) per week for the laundering of uniforms.

*Subject to Anti-Inflation Board approval.

Thomas J. Lipton Limited at Bramalea - Local 327, Millers (AFL-CIO/CLC): A 12-month renewal agreement effective from February 16, 1977 to February 15, 1978, covering 202 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 16/77</u>
	General Increase	4.3%
	General Labourer	\$4.90 (\$4.70)
	Electronic Electrician	\$7.51 (\$7.20)

Shift Premiums: 0 - 21¢ - 26¢ (0 - 20¢ - 25¢).

Lead Hand Premium: 50¢ (40¢) per hour.

Paid Vacations: 3 weeks after 4 (5) years, 4 weeks after 8 (10) years and 5 weeks (new) after 18 years.

Health and Welfare: Weekly Indemnity Plan - Benefits increase to 66 2/3% of weekly earnings with no maximum (previously 66.2/3% of weekly earnings to UIC maximum) Payable, as previously, on a 1 - 6 - 26 basis.

Nestle (Canada) Ltd. at Chesterville - Local 488, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1977 to January 31, 1979, covering 312 employees,

settled with mediation assistance. Duration of negotiations - 3½ months.

Wages: Full retroactivity on wages to February 1, 1977 at straight time rates on all hours worked.

Effective	<u>Apr. 14/77</u>	<u>Feb. 1/78</u>
General Increases	8%*	6%
Group 4 (General Labour)	\$5.51 (\$5.10)	\$5.84
Group 5 (includes Electrician)	\$5.79 (\$5.36)	\$6.14
Group 5 (includes Engineer - 3rd Class)	\$6.11 (\$5.66)	\$6.48

* Note: Increases are subject to approval by the Anti-Inflation Board. 6% less the cost of the Dental Plan, 4¢ per hour is payable immediately.

Paid Vacation: Effective February 1, 1978, 5 weeks after 20 (25) years' service.

Health and Welfare: Weekly Indemnity Plan - Effective February 1, 1978, benefit is \$120 (\$90) per week.

Dental Plan - Employer pays 100% (new) of cost of premiums for Blue Cross #7 Plan or equivalent, to be instituted on or before October 1, 1977.

Meal Allowance: \$2.00 (new) after 4 hours of overtime.

RUBBER AND PLASTICS PRODUCTS

Goodyear Canada Inc. at Toronto and New Toronto - Local 232, Rubber Workers (AFL-CIO/CLC): A 35-month renewal agreement effective from April 3, 1977 to February 19, 1980, covering 1,450 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:

Effective	<u>Feb. 20/77</u>	<u>Apr. 4/77</u>	<u>Feb. 19/78</u>	<u>Feb. 18/79</u>
General Increases	30¢		24¢	20¢
COLA Fold-in		23¢		
Adjustment (designated employees)	10¢		10¢	
Office & Factory Cleaning	\$5.27 (\$4.97)	\$5.50	\$5.74 /	\$5.94
Electrician	\$7.255 (\$6.855)	\$7.485	\$7.825	\$8.025

Cost of Living Allowance: 1¢ per .3 increase in the Consumer Price Index (1971=100), adjusted quarterly throughout the agreement. (Previous formula: 1¢ per .45 change in the CPI (1961=100) after an increase of 3.5% over the base. Adjusted quarterly and operative during the second and third years of the agreement.)

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Health and Welfare: Life Insurance - Effective upon ratification, \$11,500 (\$9,500).

A.D. & D. - Effective upon ratification, \$11,500 (\$9,500).

Extended Health Care - Effective May 1, 1977, coverage for eyeglasses increases to \$60 (\$40) maximum every 2 years.

Hospitalization - Private (semi-private) accommodation now provided under the plan.

Weekly Indemnity - \$147 (\$125) maximum.

Dental Plan (new) - Effective May 1, 1977, a basic preventative plan will be introduced for eligible employees and their dependents with coverage based on the Ontario Dental Association 1976 fee schedule. Plan will be financed by diversion of 6¢ COLA payable February 1977. Provided there is sufficient monies generated by the COLA payable in May 1977, periodontal and prosthetic services will be added.

Pension Plan: Basic Benefits - \$10.25 (\$9.25) per month per year of service for employees retiring between February 20, 1977 and February 20, 1978; \$11 between February 20, 1978 and February 20, 1979; and \$11.75 for retirements after February 20, 1979.

Supplementary Benefit - \$9.50 (\$8) per month per year of service to maximum of 25 years for employees retiring between February 20, 1977 and February 20, 1978; \$9.25 between February 20, 1978 and February 20, 1979; and \$9 for retirements after February 20, 1979.

Spouse Option (new) - Employees at age 55 or over may elect this plan which provides for benefits equal to 50% of the deceased employee's actuarially-reduced basic pension.

Transition Benefits (Surviving Spouse) - \$200 (\$175) maximum per month.

Bridge Benefits (Surviving Spouse) - \$200 (\$175) maximum per month less Canada Pension Plan reductions. Eligibility age reduced to 47 (50) years.

Supplementary Unemployment Benefit Plan: Employer Contributions - 2¢ to 12¢ (2¢ to 10¢), depending on funding level.

Crown Witness Pay (new): Employer makes up difference between witness fee and regular pay.

Minimum \$160 (\$125) per week. Applies only to employees who
 Vacation Pay: have resumed normal duties not less than 1 month
 (3 months) before vacation following an absence due to
 sickness or injury not covered by the Workmen's
 Compensation Act.

Apprenticeship \$300 (\$250) one-time allowance upon becoming a tradesman.
 Tool Allowance:

Paid Time/ Chairman will be paid at his average hourly earnings
 Union Safety for time spent in safety investigations with the
 Committee (new): employer.

Paid Leave/ Union President will be reimbursed by the employer for
 Union Business: 100% (50%) of time lost while engaged in local Union
 business.

Goodyear Canada Inc., Factory and Reclaim Plant at Bowmanville - Local 189, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 20, 1977 to February 19, 1980, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	Feb. 20/77	Feb. 19/78	Feb. 18/79
General		30¢*	24¢	20¢
Increases				
COLA Fold-in		23¢		
Additional		10¢ for	10¢ for	
Adjustments		skilled trades	skilled trades	
Utility		\$5.68	\$5.92	\$6.12
Man		(\$5.15)		
Electrician		\$7.265	\$7.605	\$7.805
		(\$6.635)		

* Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-living 1¢ per hour per 0.3 increase that the previous 3 month average of
 Allowance: the Consumer Price Index (1971=100) exceeds the base. To be adjusted quarterly. (1¢ per hour per 0.45 increase in CPI (1961=100))

Shift Premiums: 0¢ - 20¢ - 25¢ (0¢ - 15¢ - 20¢).

Health and Life Insurance and A.D. & D. - Effective April 3, 1977, \$11,500
 Welfare: (\$9,500).

Life Insurance for Retirees - Effective April 3, 1977, \$5,500
 (\$4,500).

Transition Survivor Benefit - Effective April 3, 1977, \$200 (\$175)
 per month to a maximum of \$4,800 (\$4,200).

Weekly Indemnity Plan - Effective April 3, 1977, benefits increase
 to 66 2/3% of weekly earnings, to a maximum of \$147 (\$125) per
 week. Payable, as previously, on a 1 - 1 - 8 - 52 basis.

Extended Health Care Plan - Effective May 1977, maximum allowance of \$60 (\$40) for eyeglasses every 2 years.

Dental Plan - Effective May 1977, 6¢ of cost-of-living allowance is diverted to establish new basic dental plan.

Pension Plan: Basic Benefit - \$10.25 (\$9.25) per month per year of service. Effective February 20, 1978, \$11.00. Effective February 20, 1979, \$11.75.

Supplementary Benefit - \$9.50 (\$8.00) per year of service to a maximum of 25 years. Effective February 20, 1978, \$9.25 per year. Effective February 20, 1979, \$9.00 per year.

LEATHER

Beardmore, a Division of Canada Packers Limited at Acton - Local P479, Foodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 18, 1977 to January 17, 1978, covering 360 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 18/77</u>
	General Increase	29¢
	Category 6 (includes Dry Floor Labour)	\$4.95 (\$4.66)
	Category 26 (includes Class B Electrician)	\$5.95 (\$5.66)

Shift Premiums: 0 - 18¢ - 22¢ (0 - 17¢ - 21¢).

Paid Vacations: 3 weeks after 5 (6) years.

Health and Welfare: Life Insurance - \$7,000 (\$5,000).

Weekly Indemnity Plan - Benefits increase to \$115 (\$105) per week, payable, as previously, from the first day of accident or hospitalization and the fourth day of illness for periods scaled from 4 to 52 weeks, depending on service.

OHIP - Employer contributes \$16 (\$11) per individual and \$32 (\$22) per family towards the cost of premiums.

TEXTILE

Allen Industries Canada Ltd. at Hamilton - Local 525, Auto Workers (CLC) (plant empls.): A 36-month renewal agreement effective from April 22, 1977 to April 22, 1980, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 22/77</u>	<u>Apr. 22/78</u>	<u>Apr. 22/79</u>
	COLA Fold-in	74¢		
	General Increases	30¢	20¢	25¢
	Skilled Trades Adjustments	15¢	10¢	

Apr. 22/77 Apr. 22/78 Apr. 22/79

Inequity Adjustment (various classifications)	5¢-25¢		
Assembler - Panel Line	\$5.22 (\$4.08)	\$5.42	\$5.67
Maintenance Machinist	\$8.07 (\$6.63)	\$8.37	\$8.62

Cost of Living Allowance: 1¢ per .35 change in the Consumer Price Index (1971=100), adjusted quarterly throughout the agreement. (Previous formula: 1¢ per .5 change in the CPI (1961=100).)

Shift Premium: 0-20¢-25¢ (0-18¢-23¢).

Paid Vacation: Effective in 1977:

<u>Service</u>	<u>Vacation</u>	<u>Vacation Pay</u>
Less than 1 year	1 week	4%
1 year	2 weeks	4% or 40 hours
2 years	2 weeks	5% or 80 hours
5 years	3 weeks	6% or 120 hours
8 years	3 weeks	7% or 120 hours
10 years	4 (3) weeks	8% or 160 (120) hours

Effective in 1978:

10 years	4 weeks	9% or 160 hours
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If hours' pay at straight-time rate is greater than the percentage method of pay calculation, employees who have worked at least 1,200 hours during the year may elect this option.

Health and Welfare: Life Insurance - \$8,500 (\$7,500) maximum. Retirees have coverage of \$1,500 (\$1,000).

A.D. & D. - \$8,500 (\$7,500) maximum. Retirees have coverage of \$1,500 (\$1,000).

Extended Health Care (new) - Effective May 1, 1978, with the employer paying 100% of the premium.

Dental Plan (new): A basic preventative plan effective May 1, 1979, with the employer paying 100% of the premium. 1¢ of the COLA payable December 1979 and 1¢ of the COLA payable March 1980 will be diverted to offset part of the cost.

Retired Employee Insurance Coverage - Employer will pay 100% of the premiums to extend coverage under the new Extended Health Care Plan, the new Dental Plan and OHIP to retirees.

Insurance Coverage While on Sick Leave - Employer will pay the premiums for the month that the leave commences and for the following 12 (6) months.

Insurance Coverage While on Lay-Off - Employer will pay the premiums for the month that the lay-off commences and for the following 2 months (1 month).

Safety Boots:	Employer pays half the cost to a maximum of \$20 (\$15) per year.
Safety Prescription Glasses:	Employer pays 100% of the cost for the first pair and a maximum of \$15 (\$10) for replacement of lenses once a year. (Previously, the employee paid the first \$5.)
Crown Witness Pay (new):	Employer makes up difference between witness fee and regular pay to maximum of 60 days per year.

WOOD

Northern Wood Preservers, Limited at Thunder Bay - Local 2827, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 16, 1977 to May 15, 1978, covering 325 employees, settled at the bargaining stage. Duration of negotiations - 10 days.

Wages:	Effective	<u>May 16/77</u>
	General Increase	8%*
	Labour	\$6.15 (\$5.69)
	Electrician	\$7.87 (\$7.29)

* Note: Increase is subject to approval by the Anti-Inflation Board.

PAPER AND ALLIED

Hilroy Limited at Toronto - Local 1144, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from January 1, 1977 to December 31, 1978, covering 234 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
	General Increases	8%*	6%
	COLA Fold-in	63¢	
	General Help	\$4.86 - \$5.03 (\$3.87 - \$4.03)	\$5.15 - \$5.33
	Electrician-Electronics	\$8.04 (\$6.81)	\$8.52

*Note: 2% of this increase is being withheld pending Anti-Inflation Board approval.

Cost-of-Living Provision: Discontinued.

Wage Protection Factor: If the Government's protection factor is revised upwards, the employer will implement the upward adjustment.

Paid Vacations: 3 weeks after 5 (6) years, 4 weeks after 15 (17) years.

Health and Welfare: Life Insurance - \$12,000 (\$6,000 - \$12,000, depending on salary).
Weekly Indemnity Plan - Benefits increase to 66 2/3% of weekly earnings to a maximum of \$150 (\$140) per week, payable, as previously on a 1 - 4 - 26 basis.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada, Toronto and area - Local 28B, Graphic Arts Union (AFL-CIO/CLC) (bookbinders): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

AIB Rollback/
Previous
Agreement: Wage increases were limited to that portion originally implemented (i.e. Journeyman I, 75¢ and Journeyman II, 50¢), the 10th paid holiday was disallowed, and shift premiums for Journeyman I were rolled back from 0-55¢-55¢ to 0-50¢-50¢ and for Journeyman II from 0-37¢-37¢ to 0-33¢-33¢.

Holdback: Pending review by the Anti-Inflation Board of the wage increases and rates shown below, only 45¢ of the 60-cent Journeyman I increase and only 38¢ of the 48-cent Journeyman II increase will be implemented.

Wages:	Effective	<u>Jan. 1/77</u>
	Increases: Journeyman I	60¢
	Journeyman II	48¢

Assistants and apprentices will receive a percentage of the Journeyman I increase.

Journeyman I	\$7.95 (\$7.35)
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Journeyman II	\$5.40 (\$4.92)
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Student Hiring Rate (minimum)	\$3.50 (\$3.00)
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Paid Holidays
(Plant): 1 floating holiday added in 1977 for a total of 10 days. In subsequent years the tenth holiday will be observed on the day proclaimed as Heritage Day.

Paid Vacation: 2 weeks after 1 year and 3 weeks after 3 years (both unchanged), 4 weeks after 12 (13) years and 5 weeks (new) after 25 years.

Health and Welfare: OHIP - Effective January 1, 1977, employer pays \$11 per month for family coverage and \$5.50 for single coverage. Part-time employees will receive an allowance of 50¢ per shift for family coverage and 25¢ per shift for single coverage.

(The above OHIP contributions are in lieu of the previous Industry-wide Welfare Plan to which the employer contributed 80¢ per shift, to a maximum of \$4 per week per employee.)

METAL FABRICATING

Windsor Bumper Company, Gulf & Western (Canada) Ltd. at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from April 12, 1977 to April 11, 1980, covering 423 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Apr. 12/77</u>	<u>Apr. 10/78</u>	<u>Apr. 9/79</u>
COLA		\$1.26		
Fold-in				
General Increases		35¢	25¢	25¢
Inequity Adjustments		5¢ for Skilled Trades "A" classifications and for General Labour, Wrap & Pack, Auto Polish Load & Unload, Bumper Assembler and Stock Room Attendant		5¢ for Skilled Trades "A" classifications
General Labour		\$6.50 - \$6.65 (\$4.84 - \$4.99)	\$6.75 - \$6.90	\$7.00 - \$7.15
Tool & Die Maker		\$7.91 - \$8.06 (\$6.25 - \$6.40)	\$8.16 - \$8.31	\$8.46 - \$8.61

Probationary period is 60 calendar days. Maximum rates reached after one 30-day and two 20-day increases.

Cost-of-Living Allowance: 1¢ per hour for each .3 (.4) change in the Consumer Price Index based on the average of the Index for the 3 months preceding the adjustment month. To be paid quarterly. 1971 (previously, 1961) equals 100.

Shift Premium: Effective May 2, 1977, 0 - 18¢ - 22¢ (0 - 16¢ - 20¢).

Paid Holidays: July 4th and an additional day in the Christmas shutdown period are granted for a total of 15 (13) days.

Vacation Pay: 2 weeks' leave and 5% (4½%) vacation pay after 2 years' service.

Bereavement Leave: Spouse's grandparents included in 3 days' paid leave (new).

1 day's paid leave (new) if distance prevents attendance at the funeral of a spouse, child, brother, sister, father or mother.

Crown Witness Leave (new): Maximum of 2 days' paid leave per year if subpoenaed as a crown witness.

Paid Absence Leave (new): Effective May 1, 1978, employees with 1 year's seniority are entitled to 1 day's paid leave per year. Effective May 1, 1979, 2 days' paid leave per year. Employees must give employer 24 hours' notice to take such leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective May 1, 1977, \$8,500 (\$7,500) coverage. Effective May 1, 1978, \$9,500. Effective May 1, 1979, \$10,500.

Weekly Indemnity Plan - Benefits are \$150 (\$100) per week for claims originating on or after May 1, 1977.

Long Term Disability Plan (new) - Employer pays 100% of cost of premiums for plan paying \$433 per month without offset for the Canada Pension Plan.

Extended Health Care Plan (new) - Effective May 1, 1977, employer pays 100% of cost of premiums for Green Shield B4 Plan. Effective May 1, 1978, benefits improve to include prescription glasses, private duty nursing and hearing aids.

Dental Plan - Effective May 1, 1977, employer pays 100% of cost of premiums for Green Shield "Plus 2" Plan (previously, basic plan). Effective May 1, 1979, "Plus 3" Plan will be implemented.

Pension Plan: Basic Benefit - \$6 (\$4) per month per year of service for future retirees. Service ceiling increases to 30 (25) years.

New contract makes provision for further pension improvement negotiations after April 11, 1980.

Supplementary Unemployment Benefits: Maximum benefit is \$70 (\$60) per week. In the second waiting week of Unemployment Insurance, employee receives a maximum benefit of \$70 per week (new).

Safety Shoe Allowance: Employer pays up to \$25 (new) per year provided the shoes are purchased from outlets designated by the employer.

National Hardware Specialties Limited at Dresden and Wallaceburg - Local 580 and Local 251 (Luster Division), Auto Workers (CLC): Two 24-month renewal agreements effective from April 15, 1977 to April 15, 1979, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 16/77</u>	<u>Apr. 16/78</u>
	Increases	35¢-51¢	25¢
	Skilled Trades Adjustment	13¢-30¢	
	Materials Handler (Local 580)	\$4.15 (\$3.80)	\$4.40
	Die Sinker (Local 580)	\$6.16-\$6.41 (\$5.35-\$5.60)	\$6.41-\$6.66

Probationary period is 45 worked days. Maximum rate for Die Sinker reached after two 1-year increases. Minimum rate shown is the after-probation rate.

Cost-of-Living Allowance: The 85¢ float at the term of the previous contract continues as an add-on. Effective in September 1977, the float increases to 90¢.

COLA clause is suspended during the first year of the new agreement. Effective April 15, 1978, 1¢ per hour for each full .5 point change in the Consumer Price Index, where 1971=100 (previously, 1961=100). To be adjusted quarterly.

Shift Premium: Effective April 16, 1977, 0 - 14¢ - 17¢ (0 - 13¢ - 16¢).

Lead Hand Premium: Effective April 16, 1977, 30¢ (15¢) per hour.

Health and Welfare: Life Insurance - Effective April 15, 1978, \$8,000 (\$6,000) coverage.

Pension Plan: Effective April 15, 1978, employer will purchase 10 years of past service for pension purposes (new). Past service benefit will be \$5 per month per year of service.

MACHINERY

International Harvester Co. of Canada, Ltd. at Hamilton - Local 2868, Steelworkers (AFL-CIO/CLC) (plant empls.): A 36-month renewal agreement effective from April 22, 1977 to April 21, 1980, covering 2,100 employees, settled after a work stoppage. Duration of negotiations - 3 months.

Wages	Effective	<u>Apr. 22/77</u>	<u>Apr. 22/78</u>	<u>Apr. 22/79</u>
	General Increases	3% plus 11¢	3%	3%
	COLA Fold-in	\$1.26		
	Adjustments (Skilled Trades)	10¢/15¢	10¢	
	Labourer	\$6.25 (\$4.74)	\$6.44	\$6.63
	Die Sinker	\$8.31 (\$6.59)	\$8.66	\$8.92

Cost of Living Allowance: 1¢ per .35 change in the Consumer Price Index (1961=100), adjusted quarterly (formula unchanged from previous agreement).

Shift Premium: 0-22¢-30¢ (0-20¢-28¢).

Paid Holidays: Effective in 1978 Heritage Day added for a total of 14.

Paid Vacation: 1 week after 6 months, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 (15) years, 5 weeks after 15 (20) years and 6 weeks (new) after 25 years.

Health and Welfare: Life Insurance - \$11,500 to \$19,000 (\$8,000-\$14,500). Coverage for pensioners increased to \$3,000 (\$1,500).

A.D. & D. - \$5,750 to \$9,500 (\$4,000-\$7,250).

Weekly Sickness and Accident - \$134 to \$205 (\$94-\$155).

Long Term Disability - \$460 to \$755 (\$305-\$590) per month.

Dental Plan - Coverage is to be based on a floating, or current, Ontario Dental Association fee schedule (1973 fee schedule). Employer pays 100% of premium. (Previously funded through a 10¢ COLA diversion.)

Vision Care Plan (new) - Covers employees and dependents to maximum of \$14 every 2 years for the purchase of frames and \$50 for lenses.

Prosthetic Appliances and Durable Medical Equipment (new) - Employer pays 100% of cost.

Pension Plan: Life Income Benefit (Basic Benefit) - Employees retiring on or after October 1, 1979, \$12.75 to \$13.50 (\$8.50 to \$9.25) per month per year of service, scaled according to salary.

Temporary Benefit (Supplementary Benefit) - \$10 (\$8.75) per month per year of service to a maximum of \$250 per month.

Early Retirement - Regardless of age, employees with 30 years of service may retire without actuarial reduction (previously, at age 58 or over).

Monthly benefit the first year will be \$575, the second year \$600 and the third year \$625 (previously \$625 at age 58 with 30 years' service).

Transition Benefits for Surviving Spouse - \$250 (\$200) maximum per month.

Bridge Benefits - \$250 (\$200) maximum per month less any applicable offsets.

International Harvester Company of Canada, Limited at Hamilton - Local 4592, Steelworkers (AFL-CIO/CLC) (office employees): A 36-month renewal agreement effective from April 22, 1977 to April 21, 1980, covering 350 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>April 22/77</u>	<u>April 24/78</u>	<u>April 23/79</u>
General		3% plus	3%	3%
Increases		11¢ per hour		
COLA Fold-in	\$50.40 per week			
Additional		\$2 - \$6 per	\$2 - \$4 per	
Adjustments		week for	week for	
		Grades 9-15	Grades 9-15	
Grade 1		\$200.54-\$216.85	\$206.56-\$223.36	\$212.76-\$230.06
(includes		(\$140.03-\$155.86)		
Routine				
Clerk)				
Grade 15		\$356.96-\$405.98	\$371.79-\$422.98	\$382.94-\$435.67
(includes		(\$285.89-\$333.48)		
Product De-				
signer 1)				

Probationary period is 3 months. Maximum rates reached after 36 months.

Cost-of-Living Allowance: 1¢ per .35 change in the Consumer Price Index (1961=100), adjusted quarterly (formula unchanged from previous agreement).

Other monetary changes in the office unit agreement are similar to those reported above for plant employees.

Canadian Blower and Forge Company Limited at Kitchener - Local 3534, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 16, 1977 to April 15, 1978, covering 205 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>April 16/77</u>
	General Increase	41¢
	Job Class Increment	13¢ (12¢)
	Job Class 3 (includes Material Handler)	\$5.87 (\$5.44)
	Job Class 16 (includes Electrician)	\$7.56 (\$7.00)
Shift Premium:	0 - 28¢ - 28¢ (0 - 25¢ - 25¢).	
Paid Vacations:	5 weeks after 19 (21) years. Vacation advance of \$140 (\$125) per week.	
Health and Welfare:	<u>A.D. & D.</u> - \$9,000 (\$8,000). <u>Dental Plan</u> - Coverage is based on the 1976 (1975) Ontario Dental Association schedule of fees.	
Pension Plan:	\$8.00 (\$7.00) per month per year of service.	
Clothing Allowance:	Employer pays 100% of cost of outside clothing for designated employees (new).	
Safety Shoe Allowance:	Employer pays 50% of the cost of safety shoes. Minimum payment is \$18 (\$8) per year.	
Safety Prescription Glasses:	Employer pays 50% (new) of the cost of replacing damaged safety prescription glasses.	

Howden Parsons Limited at Toronto - Local 637, Boilermakers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 13, 1977 to January 12, 1978, covering 285 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 13/77</u>
	General Increase	6%

Jan. 13/77

General	\$5.41
Labourer	(\$5.10)
Maintenance	\$7.29
(Elec. & Gen.)	(\$6.88)

Cost-of-Living Provision: As in the previous agreement, operation of the COLA clause is suspended.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$7,500).
Weekly Indemnity Plan - Benefits increase to \$100 (\$70) per week.
Semi-Private Hospitalization - Employer pays 100% of cost (new).

Pension Plan: \$6.50 (\$4.50) per month per year of service.

TRANSPORTATION EQUIPMENT

ACF Canada Limited, Carter Carburetor Division at Bramalea - Local 2243, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1977 to March 31, 1979, covering 245 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/77</u>	<u>Apr. 1/78</u>
	General	50¢	30¢
	Increases		
	Assembler	\$4.61 - \$4.71 (\$4.11 - \$4.21)	\$4.91 - \$5.01
	Tool Maker	\$6.68 - \$6.78 (\$6.18 - \$6.28)	\$6.98 - \$7.08

Probationary period is 45 working days. Maximum rates reached after 16 weeks.

Cost-of-Living Allowance: 1¢ per hour per .4 increase in the Consumer Price Index (1971=100) above the base of March 1977 in the first year and the base of March 1978 in the second year. To be adjusted quarterly, to a maximum of 20¢ per year. (The formula under the previous agreement stipulated a trigger point which was not exceeded.)

Paid Holidays: Effective in 1978, Heritage Day, if declared a statutory holiday, for a total of 13 (12) days.

Health and Welfare: Life Insurance - \$9,000 (\$8,000).
Weekly Indemnity Plan - Benefits increase to \$95 (\$90) per week payable, as previously, on a 1 - 1 - 6 - 30 basis. Effective April 1, 1978, benefits increase to \$100 per week.
Dental Plan - Effective April 1, 1977, employer pays 50% of cost of new basic dental plan.

A.D. & D. - Effective August 1, 1977 - \$6,500 (\$5,000); August 1, 1978 - \$6,750; and August 1, 1979 - \$7,000.

Weekly Indemnity - Effective May 1, 1977 - \$160 (\$115); May 1, 1978 - \$165; and May 1, 1979 - \$170.

Extended Disability - Effective August 1, 1978, \$540 per month for employees with less than 10 years' service and \$605 for employees with 10 or more years' service. (Previously, a flat rate of \$385 per month.)

Dental Plan - Effective April 18, 1977, coverage is based on Ontario Dental Association 1976 (1973) fee schedule and 90% (85%) of eligible expenses is paid.

Vision Care - Effective April 18, 1977, coverage extended to include prescription contact lenses and maximum payout every two years increased to \$60 (\$40).

Prosthetic Appliances & Durable Medical Equipment (new) - Effective April 1, 1978, the plan will cover reasonable and customary charges for purchase, rental, replacement, repairs, fittings or adjustments of devices prescribed by a physician.

Hearing Aids (new) - Effective April 1, 1978, employees with one or more years of seniority and their dependents will have a maximum coverage of \$300 every 36 months towards the cost of prescribed hearing aids and related expenses.

Benefits for Retirees, Surviving Spouses and Eligible Dependents (new) - Life Insurance under the group life plan prior to age 65. At age 65 and over, coverage of \$2,500. A.D. & D. under group life plan prior to age 65. Not applicable thereafter. OHIP, Hospital, Nursing Home Care, Dental Plan, Prosthetic Appliances and Durable Medical Equipment, Hearing Aid Benefit, and Prescription Drugs: to the extent the present plan exceeds the Provincial Drug Plan under OHIP.

Pension Plan: Basic Benefits (per month per year of service)

Employees retiring between April 18, 1977 and March 31, 1979: Effective April 1, 1977, \$9.75-\$10-\$10.25 (\$7.25-\$7.50-\$7.75), depending on class; effective April 1, 1979, \$10.50-\$10.75-\$11.

Employees retiring April 1, 1979 and thereafter: Effective April 1, 1979, \$10.75-\$11-\$11.25, depending on class.

Supplementary Benefits (per month per year of service, to maximum of 25 years)

Employees retiring between April 18, 1977 and March 31, 1979: Effective April 18, 1977, for service prior to 1965, \$10 (\$7.50) and for service from 1965 and after, \$8.30 (\$7.50).

Employees retiring April 1, 1979 and thereafter: Effective April 1, 1979, for service prior to 1965, \$11 (\$7.50) and for service from 1965 and after, \$9.60 (\$7.50).

The Budd Automotive Company of Canada Ltd. at Kitchener - Local 1451,
Auto Workers (CLC) (production employees): A 35½-month
 renewal agreement effective from April 18, 1977 to
 March 31, 1980, covering 2,000 employees, settled after
 a work stoppage. Duration of negotiations - 4 months.

Wages (Non-Incentive Workers):	Effective	Apr. 18/77	Apr. 18/78	Apr. 18/79
General Increases		3%	3%	3%
Fold-in*				
Special Adjustment		11¢		
COLA Catch-up		14¢		
COLA Float		\$1.14		
Skilled Trades Adjustment		58¢		
Labourer/Janitor		\$6.53 (\$4.99)	\$6.68	\$6.88
Tool & Die Maker		\$8.67 (\$6.51)	\$8.89	\$9.16

*Following application of the 3% general increase of
 April 18, 1977, the special adjustment, the COLA catch-up
 and the COLA float from the previous agreement will be
 incorporated into the wage structure. These adjustments
 will not be included in the calculation of the 3%
 general increase scheduled for April 18, 1978.

Cost of Living Allowance:	1¢ per .3 (.35) change in the combined U.S./Canada Consumer Price Index (1971=100), adjusted quarterly.
Shift Premium:	Effective April 18, 1977, 0-30¢-40¢ (0-25¢-35¢); effective April 1, 1978, 0-35¢-45¢; and effective April 1, 1979, 0-35¢- 50¢.
Work on Paid Holidays:	Shift premium will apply (new).
Paid Holidays (General):	Remain at 6 days, except for 1978 in which July 3rd is added for that year only.
Paid Holidays (Christmas):	For Christmas period 1977 - 5 days; 1978 - 6 days; and 1979 - 7 days. (8 days per year in previous agreement.)
Paid Holidays (Personal) (new):	Effective November 1, 1978, 9 days will be scheduled through March 31, 1980. Employees receive an extra day's pay in December of 1977, 1978 and 1979.
Vacation Bonus (new):	5 to 9 years' seniority - \$30.00 10 to 14 years' seniority - \$62.50 15 to 19 years' seniority - \$92.50
Health and Welfare:	<u>Life Insurance</u> - Effective August 1, 1977 - \$13,000 (\$10,000); August 1, 1978 - \$13,500; and August 1, 1979 - \$14,000.

Survivor Income Benefits

Transition - Effective April 1, 1978, maximum benefits for Class A or B survivor with child range from \$175 to \$275 (\$150 to \$225) per month, and maximum benefits for Class D survivor with Canada Pension Plan or Old Age Security - \$175 (\$125) per month.

Bridge - Effective April 1, 1978, maximum benefits for Class A or B survivor with child range from \$175 to \$250 (\$150 to \$200) per month, and maximum benefits for Class A or B survivor without child-\$250 (\$200) per month.

Supplementary
Unemployment
Benefit Plan:

Employer Contribution - Effective April 18, 1977, 13¢ (11¢) and effective April 1, 1978, 14¢.

Paid
Education
Leave (new):

Effective July 18, 1977, employer will pay on a quarterly basis 1¢ per hour into a trust fund to provide paid education leave for members of the bargaining unit selected by the Union to attend union-related courses. The amount represents a 1-cent diversion from the COLA catch-up allowance which originally was set at 15¢.

ELECTRICAL PRODUCTS

McGraw-Edison of Canada, Ltd. at Cambridge - Local 595, Electrical Workers (IUE) (AFL-CIO/CLC): A 24-month renewal agreement effective from February 12, 1977 to February 11, 1979, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 12/77</u>	<u>Feb. 12/78</u>
General Increases		30¢	34¢
Skilled Trades Adjustment*		25¢	
General Helper		\$4.98 (\$4.68)	\$5.32
Tool & Die Maker Class 1		\$6.62 (\$6.07)	\$6.96

*Subject to approval of the Anti-Inflation Board.

Cost of Living
Allowance
(new):

During the first year of the agreement, 1¢ for each .4 point that the Consumer Price Index exceeds a 6% rise over the CPI for February 1977, adjusted quarterly. During the second year, 1¢ for each .4 point that the CPI exceeds a 5% rise over the CPI for February 1978, adjusted quarterly.

Paid Holidays:

1 floating holiday added for a total of 12 days.

Paid Vacation:

2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 15 years (all unchanged) and 5 weeks after 20 (22) years.

Effective in 1978, 4 weeks after 14 years.

Health and Welfare: Weekly Indemnity - Effective April 1, 1977, \$120 (\$110) maximum per week; effective February 12, 1978, \$130.

Life Insurance - \$8,000 (\$5,000).

Extended Health Plan - \$5 single and \$10 family deductibles (\$10 single and \$20 family).

Safety Glasses: \$25 (\$20) per year.

Crouse-Hinds Canada Limited at Scarborough - Local 124, Auto Workers (CLC): A 12-month renewal agreement effective from March 13, 1977 to March 12, 1978, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>March 13/77</u>
	General Increase	6.5%
	COLA Fold-in	3¢
	Machine Operator	\$4.70 - \$4.95 (\$4.38 - \$4.62)
	Tool, Die & Pattern Maker	\$7.18 - \$7.58 (\$6.71 - \$7.08)
	Probationary period is 40 worked days. Maximum rates reached on merit.	

Cost-of-Living Provision: Suspended.

Paid Vacations: 3 weeks after 5 (7) years, 4 weeks after 12 (15) years.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$7,500).

Philips Electronics Industries Ltd, Strathroy Furniture Division - Christian Labour Association of Canada (Ind.): A 12-month renewal agreement effective from January 30, 1977 to January 28, 1978, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 30/77</u>
	COLA Fold-in	46¢
	General Increase	10¢
	Group 3 (includes Factory Help)	\$3.76 (\$3.20)
	Group 9 (includes Maintenance Man)	\$5.56 (\$5.00)

Cost-of-Living Allowance: 1% per hour for each 4.0 increase or decrease in the Consumer Price Index, where 1971=100. To be adjusted quarterly and based on the CPI for December 1976. (Previously, 1¢ per hour for each .6 increase or decrease in the Consumer Price Index, where 1961=100.)

Shift Premium: Rotating shift system is instituted with premium pay of 5% for work on the night shift. (Previously, employees remaining to work on the night shift received premium pay of 10%.)

Health and Welfare: Life Insurance, OHIP, Weekly Indemnity Plan, Drug Plan and Dental Plan - Employer pays 75% of cost of premiums. (Previously, employer contributed 24¢ per hour per full family contributor, 12¢ per hour per full single contributor or partial family contributor and 6¢ per hour per partial single contributor.)

NON-METALLIC MINERAL PRODUCTS

Fiberglas Canada Ltd. at Sarnia - Local 9-14 (Fiberglas Unit), Oil, Chemical and Atomic Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from February 1, 1977 to January 31, 1978, covering 550 employees, settled at the mediation stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 1/77</u>
	General Increase	8%
	Labour	\$6.08 (5.63)
	1st Class Tradesman (includes Machinist)	\$8.63 (7.99)

Shift Premium: 0-35¢-52¢ (0-32¢-48¢).

Overtime: Double time for all overtime hours worked on a regularly scheduled work day (time and one-half for the first 4 hours, double time thereafter).

Health and Welfare: Life Insurance - \$19,000 (\$17,000) maximum coverage.

Weekly Indemnity - 3 benefit rates scaled according to earnings: \$147.50, \$157.50, \$167.50 (\$137.50, \$147.50, \$157.50).

L.O.F. Glass of Canada Ltd. at Collingwood - Local 252, Glass and Ceramic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1977 to January 31, 1979, covering 325 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/77</u>	<u>Feb. 1/78</u>
	General Increases	7½%*	7½%
	COLA Fold-in	45¢	

Feb. 1/77

Feb. 1/78

Additional
Adjustments

5¢ for Pre-
Examiner (Glass)
and Edge-Chip
Examiner

General
Labourer

\$4.83
(\$4.04)

\$5.19

General Maintenance
Man

\$5.93
(\$5.07)

\$6.37

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-
Living
Allowance:

45¢ of the 50¢ accumulated under the previous agreement is incorporated into the wage structure, leaving a float of 5¢. Effective February 1978, 1¢ per hour per 0.5 increase in the average of the Consumer Price Index (1961=100) for October, November and December 1977 above the base of 203.1, after a 47¢ increase, to a maximum float of 13¢. To be payable quarterly. (Same formula.)

Paid Holidays:

Effective February 1, 1978, Heritage Day, if declared a statutory holiday, or one floating day for a total 11 (10) days.

Bereavement
Leave:

Grandparents are included in bereavement pay of \$90 (\$75).

Health and
Welfare:

Life Insurance: Effective February 1, 1978, \$7,500 (\$5,000).

A.D. & D. - Effective May 1977, \$5,000 (new). Effective February 1, 1978, \$7,500.

Weekly Indemnity Plan - Effective May 1977, benefits increase to \$85 (\$65) per week, payable, as previously, on a 1-4-26 basis.

Extended Health Care - Effective May 1977, maximum allowance is \$60 (\$40) per year for eyeglasses.

Pension Plan:

Effective February 1, 1977, \$6 (\$5) per month per year of service. Effective February 1, 1978, \$7 per month per year of service.

Safety Shoe
Allowance:

Effective February 1, 1977, \$25 (\$20) per year.
Effective February 1, 1978, \$30 per year.

PETROLEUM AND COAL PRODUCTS

Shell Canada Limited (Sarnia Refinery) at Corunna - Local 9-848, Oil, Chemical and Atomic Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from February 1, 1977 to January 31, 1978, covering 214 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:

Effective

Feb. 1/77

General
Increase

8%

Feb. 1/77

Skilled Trades Adjustment	18¢ per hour for Journeymen Craftsmen*
Regular Labour	\$6.16 (\$5.70)
Journeyman Electrician	\$9.00 (\$8.17)

*Note: Skilled Trades adjustment is subject to approval by the Anti-Inflation Board.

Texaco Canada Limited (Port Credit Plant, Refining Department) - Local 9-593 (Texaco Unit), Oil, Chemical and Atomic Workers (AFL-CIO/CLC):
A 12-month renewal agreement effective from February 1, 1977 to January 31, 1978, covering 202 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 1/77</u>
	General Increase	8%
	Skilled Trades Adjustment	20¢ per hour for No. 1-Type Craftsmen*
	Labourer	\$6.23 (\$5.77)
	Operator #1	\$9.12 (\$8.44)
	Senior Operator A	\$9.88* (new)

*Note: Skilled Trades adjustment and Senior Operator A rate are subject to approval by the Anti-Inflation Board. The 8% general increase is payable immediately.

Shift Premium: 0 - 33¢ - 58¢ (0 - 31¢ - 54¢).

CHEMICAL AND CHEMICAL PRODUCTS

Dow Chemical of Canada Ltd. at Sarnia - Local 9-672, Oil, Chemical and Atomic Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from March 1, 1977 to February 28, 1978, covering 800 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/77</u>
	General Increase	8%
	Utility Man C	\$6.08 (\$5.63)
	Electrician	\$8.63 (\$7.99)

Mar. 1/77

Process Operator	\$9.12 (\$8.44)
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Holdback: Compensatory increases in non-wage items as reported below will not be implemented unless approved by the Anti-Inflation Board.

Shift Premium: 0-35¢-52¢ (0-32¢-48¢).

Premium for 58¢ (54¢) per hour.
12-Hour Night
Shifts:

Overtime: Double time for all hours worked in excess of regularly scheduled workday (previously, time and one-half for first 4 hours, double time thereafter).

Health and Weekly Sickness and Accident - Benefits scaled from \$155
Welfare: to \$185 (\$147 to \$170), according to earnings.

Extended Disability - \$400 per month combined minimum from all sources including C.P.P. and U.I.C. (previously, 50% of earnings minus any "carve out" of C.P.P. or U.I.C. benefits).

Life Insurance for Retirees - \$2,000 (\$1,000) coverage for employees retiring after January 1, 1977.

TRANSPORTATION

Air Canada, system-wide - Local 148, Machinists (AFL-CIO/CLC) (Maintenance Branch, Customer Service Branch and Purchasing and Facilities Branch empls.): A 12-month renewal agreement effective from April 4, 1977 to April 2, 1978, covering 7,250 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Terms of settlement are subject to Anti-Inflation Board review.

Wages:	Effective	<u>Apr. 4/77</u>
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General Increase	7%
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Weekly Rates

Maintenance Branch

Janitor 2	\$242.23 (\$226.38)
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Mechanic 4	\$363.61 (\$339.82)
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Aircraft Inspector	\$420.26 (\$392.77)
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Apr. 4/77

Customer Service Branch

Station Attendant 1 - 5	\$217.03-\$286.35 (\$202.83-\$267.62)
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Station Agent II - 2	\$343.05
	(\$320.61)

Purchasing and Facilities Branch

Storeman 1 - 5 \$217.03-\$286.35
 (\$202.83-\$267.62)

Senior Lead Storeman	\$340.75
	(\$318.46)

Paid Vacation: Effective in 1977, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years (unchanged) and 6 weeks (new) after 30 years.

Health and Welfare: Group Disability Income Insurance Plan - Effective April 4, 1977, employer pays 100% (50%) of premium.

Effective May 1, 1977, benefits are increased to 70% of basic monthly pay for the first year and 65% for the second and subsequent years, calculated on a maximum basic monthly salary of \$2,000. (Previously, monthly benefits of 70% on the first \$600, 60% on the next \$1,000 and 50% on the remaining \$400 for the first year; 65% of the first \$600 and 40% of the next \$1,400 in the second and subsequent years, payable to age 65.)

Uniform \$8 (\$5) per month.
Cleaning
Allowance:

Out-of-Town Expenses: Hotel expenses plus \$18 (\$15.50) for a full day and \$9 (\$7.75) for a half day.

St. Lawrence Seaway Authority, Ontario and Québec - Railway, Transport and General Workers (CBRT) (CLC) (Operational and Maintenance Agreement and Headquarters Agreement): Two 12-month renewal agreements effective from January 1, 1977 to December 31, 1977, covering 1,170 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/77
	General Increase	9½%*
	Labourer	\$6.07 (\$5.54)
	Electrician	\$7.87 (\$7.19)

Jan. 1/77

Clerical, Technical
& Stores Employees

Job Class 01	\$4.53-\$4.75 (\$4.14-\$4.34)
Job Class 17	\$8.79-\$9.55 (\$8.03-\$8.72)

*Supervisory employees received an increase of 8%.

Sandwich, Windsor & Amherstburg Railway Company at Windsor - Division 616,
Transit Union (AFL-CIO/CLC): A 24-month renewal agreement
effective from March 1, 1977 to February 28, 1979, covering
200 employees, settled at the bargaining stage. Duration of
negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/77</u>	<u>Mar. 1/78</u>
	COLA Fold-in	26¢	
	General Increase	34¢ on the job rate	wage reopener
	Operator	\$6.45-\$6.75 (\$5.91-\$6.15)	
	Welder	\$7.36 (\$6.76)	

Probationary period is 1 year (previously, 6 months). Maximum
rates for Operator reached after two 4-month increases (pre-
viously, one 6-month increase).

Cost-of-Living Allowance: COLA provision is suspended during the first year of the new
contract.

Effective March 1, 1978, 1¢ per hour for each .5 increase in
the Consumer Price Index over the February 1978 base. Basic
formula and quarterly payments unchanged. 1961=100.

Charter Premium: 15¢ (10¢) per hour over the Operator's rate.

Checking Premium: 35¢ (25¢) per hour for Operators.

Lead Hand Premium: 25¢ (5¢) per hour.

Training Premium: 50¢ (25¢) per hour for Operators.

Call-back Pay: Minimum of 3 hours' pay at the applicable rate (previously,
straight time) for shop employees.

Bereavement Leave: Stepdaughter and stepson included in up to 3 days' paid leave.
Daughter-in-law and son-in-law included in 1 day's paid leave.

Health and Welfare: Dental Plan - Employer pays 60% (50%) of cost of premiums. Payments based on the 1977 (1975) fee schedule. 1978 schedule shall govern where applicable.

Drug Plan - Drug plan with 35-cent deductible is instituted, 100% company-paid. (Previously, employer paid 100% of cost of premiums for plan where employees paid for prescriptions, saved receipts and submitted them to an insurance company for reimbursement.)

Pension Plan: Early Retirement - Employees may now retire at 62 with 30 years' service and receive their full pension benefits (new. Regular retirement age remains at 65.) Employees retiring early will receive a temporary supplementary payment of \$1,440 per year (new). Such payment will terminate at age 65, upon commencement of regular Canada Pension Plan and Old Age Security payments.

Pre-1971 Service Benefit - Minimum benefit increases to \$60 per year of pre-1971 service.

Pension Supplement - Guaranteed pension supplement of \$3,240 per year under the previous agreement is replaced by a lifetime pension supplement of \$1,080 per year for employees born in 1913 or prior to 1913, \$720 per year for employees born in 1914 and \$360 per year for employees born in 1915.

Meal Allowance: \$4.00 (\$3.50) for Operators on charter runs. Allowance applies for dinner meals only.

Tool Allowance: \$75 (\$60) per year for designated classifications.

WHOLESALE TRADE

Samuel, Son & Co. Limited at Mississauga - Local 6398, Steelworkers (AFL-CIO/CLC):
A 12-month renewal agreement effective from May 6, 1977 to May 5, 1978, covering 280 employees, settled at the bargaining stage.
Duration of negotiations - 1 month.

Wages:	Effective	May 6/77
	General Increase	35¢
	Group V (Labourer)	\$5.43 (\$5.08)
	Truck Driver - Tandem	\$5.81 - \$5.92 (\$5.46 - \$5.57)
	Maintenance	\$6.62 - \$6.72 (\$6.27 - \$6.37)

Previous rates reflect a 55-cent COLA fold-in made during the term of the 1974-1977 agreement. The previous Maintenance rate reflects an additional 20-cent adjustment made during the term of the same contract.

Probationary period is 60 calendar days. Maximum rates reached after two 2-month (previously, two 3-month) increases.

Cost-of-Living Provision: Discontinued.

Paid Vacation: 3 weeks after 5 (6) years' service and 4 weeks after 15 (16) years' service.

Bereavement Leave: 1 day's paid leave (new) when death in immediate family is outside Canada and employee cannot attend funeral.

Health and Welfare: Life Insurance - \$8,000 (\$6,000) coverage.

Pension Plan: Basic Benefit - \$8 (\$4) per month per year of service.

Uniform Allowance: \$150 (\$125) per year for truck drivers.

Meal Allowance: \$3 (new) after 12 consecutive hours' worked, where prior notification of overtime is not given.

Safety Shoe Allowance: \$2.50 per month to a maximum of \$30 per year. (Previously, \$20 per year with the Company refunding any unused portion of the \$20 at the end of the calendar year for each full year worked.)

EDUCATION AND RELATED SERVICES

Brant County Board of Education - Ontario Secondary School Teachers Federation (OTF)
A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 400 employees, settled at post mediation bargaining. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increase	\$590 - \$2350
	Teacher-Level 1 0-10 years	\$11,390 - \$19,250 (\$10,800 - \$17,300)
	Teacher-Level 4 0-11 years	\$13,530 - \$24,400 (\$12,700 - \$22,050)
	*Note: Increase is subject to approval by the Anti-Inflation Board.	

Cost-of-Living Provision: Discontinued.

Etobicoke Borough Board of Education - Local 808, Canadian Union of Public Employees (CLC) (caretakers, matrons and maintenance employees):
A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 515 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase	41¢-69¢ (Weighted average increase is 7.6% with 348 employees receiving 46¢.)
	Caretaker	\$5.79-\$6.12 (\$5.33-\$5.66)

Jan. 1/77

Plumber	\$9.83 (\$9.14)
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Paid Holidays: Heritage Day, if proclaimed as a statutory holiday, will be added for a total of 12 days.

Paid Vacation: 4 weeks after 11 (13) years. Also 3 weeks after 1 year, 5 weeks after 20 years and 6 weeks after 30 years (unchanged).

Health and Welfare: Life Insurance - Employer pays 100% of the premium for the first \$25,000 of coverage and 75% for any additional amount. (Previously, employer paid 75% of premium for up to \$80,000 coverage.)

Mileage Allowance: 24¢ (20¢) per mile with a minimum of 75¢ (50¢) per day.

Protective Clothing (new): 16 pairs of coveralls to be provided and maintained by the employer at the Maintenance Shop for use by motor mechanics, plumbers and groundsmen.

Queen's University at Kingston - Local 229, Kingston Heating and Maintenance Workers' Union (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 380 employees, settled at the bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase	8% on the average
	Additional Adjustments	3¢ for Maids; 2nd Trades Group rates increased to equal those of 1st Trades Group
	Maid	\$3.43 (\$3.15)
	Electrician	\$7.40 (\$6.87)

Paid Vacation: 5 weeks after 20 (25) years' service.

University of Ottawa - Assn. of Professors of the University of Ottawa (Ind.): A 12-month wage agreement resulting from a reopener clause in the existing agreement, effective from May 1, 1977 to April 30, 1978, covering 870 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>
	Increase	7%, to a maximum of \$2,400 per annum

May 1/77

Minimum Annual Rates

Lecturer	\$12,801 (\$11,964)
Assistant Professor	\$16,474 (\$15,396)
Associate Professor	\$21,189 (\$19,803)
Full Professor	\$27,351 (\$25,562)
Ceiling For All Ranks	\$45,055 (\$42,655)

NOTE: Previous rates shown above are the adjusted rates which were implemented following a roll-back by the AIB which reduced the overall average increase in the first year of the agreement to 13.5% from 16.4%.

Increments:	Lecturer	- \$550 (\$500)
	Assistant Professor	- \$625 (\$600)
	Associate Professor	- \$725 (\$700)
	Professor	- \$900 (\$850)

Lump Sum \$35,000 will be made available to increase selected salaries
Allotments: in order to correct anomalies and \$65,000 for merit increases.

HEALTH AND WELFARE SERVICES

The Wellesley Hospital at Toronto - Local 94, Ontario Nurses' Association (Ind.):

A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 400 employees, settled at the arbitration stage. Duration of negotiations - 7½ months.

Wages: Special Hiring Rate (new) - Effective October 1, 1976, Registered Staff Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service the minimum rates shown below are paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Registered Staff Nurse	\$1,208 - \$1,408 (\$1,115 - \$1,315)	\$1,283 - \$1,483
Part-time Nurse (less than 5 tours per week)	\$55.75 - \$64.98 (\$51.46 - \$60.69)	\$59.21 - \$68.45

Probationary period is 60 worked tours or 3 months. Maximum rates for Registered Staff Nurse reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium: Effective from the first pay period following the Award's release, 0 - \$1.65 - \$1.65 (0 - \$1.55 - \$1.55).

Charge Nurse Premium: Effective October 1, 1976, \$25.00 (\$23.40) per month above the Registered Staff Nurse's monthly rate.

Standby Pay: Effective from the first pay period following the Award's release, \$9.00 (\$8.50) per complete shift of standby duty. Effective October 1, 1977, \$10.00.

Paid Vacation: Effective October 1, 1976, 5 weeks (new) after 25 years' service. Effective October 1, 1977, 5 weeks after 22 years' service.

Health and Welfare: Life Insurance and A.D. & D. - Effective as soon as possible following the Award's release, optional coverage is two times (previously, one and one-half times) annual salary to the nearest \$500.

Semi-Private Hospitalization (new) - Effective as soon as possible following the Award's release, the employer pays 100% of cost of premiums.

Effective from the first pay period following the Award's release, 4-tour nurses employed in the bargaining unit receive a payment of 7% (6%) in lieu of fringe benefits. Effective October 1, 1977, lieu payment increases to 8%.

Responsibility Allowance: If assignment is for a period in excess of 3 full consecutive days, payment is retroactive to the commencement of the assignment (previously, to completion of the third full consecutive tour).

PERSONAL SERVICES

The Textile Rental Institute of Ontario (formerly, Employers' Committee of the Linen Supply Industry of Toronto) at Toronto and London - Local 351, Laundry Workers (CLC): 12-month renewal agreements effective from January 1, 1977 to December 31, 1978, covering a total of 2,000 employees. Duration of negotiations - 8 months.

Approximately 300 employees of two Toronto hospital laundry companies received renewed agreements through arbitration. The terms of the award formed the basis of settlement for approximately 1,525 employees of Toronto industrial and commercial laundry companies and 175 employees of a London hospital laundry company.

Holdback: Pending approval by the Anti-Inflation Board, only 28¢ of the 30 - cent general increase scheduled for January 1, 1977 will be implemented.

Wages:	Effective	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
	General Increases	30¢	30¢

	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
General Help		
Hospital Division	\$3.50-\$4.25 (\$3.20-\$3.95)	\$3.80-\$4.55
Commercial Division	\$2.70-\$3.65 (\$2.40-\$3.35)	\$3.00-\$3.95
Classified Help (includes Electrician)	Rates vary by Company	
Health and Welfare:	OHIP - Toronto industrial and commercial laundry companies only: effective January 1, 1977, employer pays 75% (50%) of the premium; effective January 1, 1978, 100%. (The hospital laundry employers continue to pay 100% of the premium.)	

FEDERAL ADMINISTRATION

<u>Government of Canada (Treasury Board) - Professional Institute (Ind.)</u> (commerce group): A 2-month renewal agreement effective from April 26, 1977 to June 26, 1977, covering 1,465 employees, settled at the arbitration stage. Duration of negotiations - 13 months.		
Wages:	Effective	<u>June 28/76</u>
	Increases	
	Level 1	\$1,800
	Level 2	\$1,800
	Level 3	\$2,000
	Level 4	\$2,200
	<u>Annual Rates</u>	
	CO-1	\$15,929-\$21,192 (\$14,129-\$19,392)
	CO-4	\$29,538-\$36,226 (\$27,338-\$34,026)
	Further details unavailable pending clarification of the arbitral award.	

Government of Canada (Treasury Board) - Professional Institute (Ind.)
(scientific research group): A 2-month renewal agreement effective from April 26, 1977 to June 26, 1977, covering 2,025 employees, settled at the arbitration stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>June 28/76</u>
	General Increase	6.5% to all employees
	Further details unavailable pending clarification of the arbitral award.	

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (data processing group): An 8½-month renewal agreement effective from April 21, 1977 to January 8, 1978, covering 2,895 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Jan. 10/77

General Increase 8%

Annual Rates

DA-CON-1	\$7,134-\$9,526 (\$6,606-\$8,820)
DA-CON-8	\$16,680-\$18,267 (\$15,444-\$16,914)
DA-PRO-1	\$7,105-\$10,457 (\$6,579-\$9,682)
DA-PRO-7	\$18,476-\$20,240 (\$17,107-\$18,741)

Shift Premium: 0-\$1.50-\$2.10 (0-\$1.40-\$1.96) per shift.

Standby Pay: \$3.69 (\$3.35) for each 8-hour period or portion thereof; a minimum of \$7.37 (\$6.75) for any period of standby on a day of rest or designated paid holiday.

Acting Pay: Qualifying period to be 5 consecutive working days for levels DA-1 to DA-3 and 10 consecutive working days for DA-4 to DA-8 (previously, 10 consecutive working days for all levels).

Paid Vacation: Effective March 1, 1977, 3 weeks after 1 year (unchanged), 4 weeks after 13 (15) years and 5 weeks after 27 (28) years.

Technological Change (new): Minimum 3 months' notice and joint consultation.

Meal Allowance: \$3 (\$2.50) after 3 hours' overtime and \$2.15 (\$1.95) for an additional overtime meal 4 hours after the first.

Penological Factor Allowance: \$1,000 (\$952) per annum.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (lightkeepers, non-supervisory and supervisory):
An 8½-month renewal agreement effective from April 12, 1977 to December 25, 1977, covering 540 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages: Effective Dec. 27/76

Annual Increases:

Levels 1, 2 and 3	\$601
Levels 4, 5 and 6	\$666
Levels 7, 8 and 9	\$750

Dec. 27/76

Annual Rates

LI-1	\$9,077-\$10,146 (\$8,476-\$ 9,545)
LI-4	\$10,911-\$11,918 (\$10,245-\$11,252)
LI-9	\$16,048-\$17,354 (\$15,298-\$16,604)

Shift Premium: Effective December 26, 1976, 0-16¢-22¢ (0-15¢-21¢).

Paid Vacation: Effective January 1, 1977, 3 weeks after 1 year (unchanged), 4 weeks after 14 (15) years and 5 weeks after 27 (28) years.

Supplementary Allowance: Effective December 27, 1976:

Full-time Stations

1-man stations	\$530 (\$500) per annum
2-man stations	\$530 (\$500) per annum
3-man stations	\$160 (\$150) per annum

Seasonal Stations

<u>Months of Operations of Lightstation</u>	<u>Percentage of Applicable Full-time Allowance</u>
11-12	100%
10-11	95%
9-10	90%
8-9	85%
6-8	80%

(Previous seasonal rates: \$500 per annum in 1-man stations, \$390 in 2-man stations and \$150 in 3-man stations.)

Vacation leave, furlough leave or lieu days granted following the operational period of a seasonal lightstation will be added to the operational period of the lightstation in determining the supplementary allowance applicable.

Additional Annual Allowances: Effective January 1, 1977:

Formula For Meteorological Observations -

(Number of Observations per Day x Number of Days per Week) x \$31.25 (\$29.50) = Annual Allowance.

Extra payments for certain specified duties range from \$32 to \$125 (\$30 to \$118) per annum, depending on type of observation made.

Maximum amount payable-\$1,224 (\$1,155) per annum.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (programme administration group): An 8-month renewal agreement effective from April 21, 1977 to December 25,

1977, covering 21,510 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages: Effective Dec. 27/76

Increases:

Technological Institute	
Recruitment Level	\$800
Developmental Level	\$950
Level 1A	\$1,230
Level 1	\$1,300
Level 2	\$1,450
Level 3	\$1,600
Level 4	\$1,750
Level 5	\$2,000
Level 6	\$2,250

Annual Rates

PM-1	\$13,100-\$15,966 (\$11,800-\$14,666)
PM-4	\$18,991-\$21,299 (\$17,241-\$19,549)
PM-7 (New Performance Pay Range)	\$28,700-\$35,300 (\$26,400-\$33,000)

Shift Premium: 0-20¢-28¢ (0-14¢-20½¢).

Weekend Premium (new): 10¢ per hour for all regularly scheduled hours worked on a Saturday and/or Sunday.

Overtime Work: Reporting Pay - 2 or 3 hours' minimum, depending on advance notice given (previously, 2 hours' minimum).

Paid Vacation: Effective March 1, 1977, 3 weeks after 1 year (unchanged), 4 weeks after 13 (15) years and 5 weeks after 27 (28) years.

Meal Allowance: \$3 (\$2.50) after 3 hours' overtime and \$2.15 (new) for an additional overtime meal 4 hours after the first.

Penological Factor Allowance: \$1,000 (\$952) per annum.

Travelling Time: For travel and work on a normal working day, regular pay to a maximum of 7½ (8) hours and the applicable overtime rate for additional travel-time, to a maximum of 7½ (8) hours' pay at the straight-time rate.

On a day of rest or on a designated paid holiday the applicable overtime rate for hours travelled to a maximum of 7½ (8) hours' pay at the straight-time rate.

1977, covering 1,560 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages: Effective Dec. 27/76

Increases:

Development Level	\$950
Level 1	\$1,000
Level 2	\$1,280
Level 3	\$1,410
Level 4	\$1,560
Level 5	\$1,860

Annual Rates

WP-1	\$11,229-\$14,462 (\$10,229-\$13,462)
WP-5	\$22,901-\$25,771 (\$21,041-\$23,911)

Shift Premium: 0-20¢-28¢ (0-14¢-20½¢).

Standby Pay: \$4 (\$3.35) for each 8-hour period or portion thereof;
\$9 (\$7.80) for all standby on a day of rest or designated paid holiday.

Paid Vacation: Effective April 1, 1977, 3 weeks after 1 year (unchanged),
4 weeks after 13 (15) years and 5 weeks after 27 (28) years.

Meal Allowance: \$3 (\$2.50) after 3 hours' overtime.

Penological Factor Allowance: \$1,000 (\$952) per annum.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Provincial Police Association, Inc. (Ind.):

A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 3,935 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Apr. 1/77

Increase 7.4% (except probationary Constables - 6.6%)

Annual Rates

Constable (Probationary) 1-12 months	\$14,500 (\$13,600)
Constable (3rd Class) 12-24 months	\$16,260 (\$15,135)
Constable (1st Class) 36 months and over	\$18,935 (\$17,625)

Apr. 1/77

Staff Sergeant	\$24,262
12 months and over	(\$22,580)

Shift Premium: 0-17¢-17¢ (0-15¢-15¢).

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years and 5 weeks after 23 (25) years.

Health and Welfare: OHIP - Employer pays 100% (90%) of the premium.

Long Term Income Protection Plan - Employer pays 85% (75%) of the premium.

Plain Clothes Allowance: \$600 (\$550) per year, subject to Anti-Inflation Board approval.

Acting Pay: Applies after 10 (15) working days in the position, retroactive to the first day of appointment.

LOCAL ADMINISTRATION

Durham Regional Municipality - Local 1785, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 250 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

*Note: Agreement is subject to approval by the Anti-Inflation Board.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	7.5%
	Labourer	\$5.92 (\$5.51)
	Mechanic 2 (Licensed)	\$7.59 (\$7.06)

Shift Premiums: 0 - 27¢ - 27¢ (0 - 25¢ - 25¢).

Standby Pay: \$5.75 (\$5.00) per day.

Health and Welfare: Major Medical Plan - Coverage is extended to include prescription glasses.

Dental Plan - Employer pays 50% of cost of new basic dental plan.

Etobicoke Borough Corporation - Local 185, Canadian Union of Public Employees (CLC)(outside employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 660 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/77	Apr. 25/77*
	General Increase	8%	
	Labourer (Wage Group 1)	\$6.07 (\$5.62)	
	Auto Mechanic (Wage Group 9, Jan. 1/77; Wage Group 10, Apr. 25/77)	\$7.21 (\$6.68)	\$7.75
*A number of classifications, including Auto Mechanic, were upgraded effective upon ratification, April 25, 1977.			
Cost of Living Allowance (new):	1% for each 1% rise in the Consumer Price Index above 164.0 (1971=100), payable at the conclusion of the agreement to employees on the active payroll on December 31, 1977.		
Shift Premium:	25¢ (20¢) per hour for regularly scheduled work commencing between 1 p.m. and 5 a.m. the following day.		
Trench Excavators Protection Act Premium:	Effective upon ratification, 10¢ (5¢) per hour.		
Tool Allowance:	\$72 (\$40) per year for carpenters and mechanics.		

Hamilton City Corporation - Local 5, Canadian Union of Public Employees (CLC)
(outside employees): A 12-month renewal agreement effective from January 16, 1977 to January 15, 1978, covering 565 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 16/77
	General Increase	8.4%
	Labourer	\$6.09 (\$5.62)
	Carpenter	\$6.91 (\$6.37)
Shift Premium:	0-25¢-25¢ (0-23¢-24¢).	
Paid Vacation:	Schedule unchanged for 1977: 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 11 years, 5 weeks after 20 years and 6 weeks after 30 years. Effective January 1, 1978, 5 weeks plus 1 day after 26 years and an additional day for each subsequent year of service, to 5 weeks plus 4 days after 29 years.	
Paid Holidays:	10½ (unchanged). An individual floating holiday will replace Remembrance Day, which was not paid as a statutory holiday unless it fell within the normal workweek Monday to Friday.	

Health and Welfare: Dental Plan - Coverage extended to include periodontal, endodontic and surgical services.

Protective Clothing: Winter-type boots, winter mitts, commuter boots, coveralls for Central Garage employees, smocks and provision for ear protection (noise control) have been added to the list of items supplied by the employer.

Hamilton - Wentworth Regional Municipality - Local 5, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 16, 1977 to January 15, 1978, covering 232 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Jan. 16/77</u>
	General Increase	8.4%*
	Labourer	\$6.09 (\$5.62)
	Motor Mechanic	\$6.91 (\$6.37)

* Note: Increase is subject to approval by the Anti-Inflation Board.

Shift Premiums: 0 - 25¢ - 25¢ (0 - 23¢ - 24¢).

Paid Vacations: Effective January 16, 1978, 5 weeks plus 1 day after 26 years, 5 weeks plus 2 days after 27 years, 5 weeks plus 3 days after 28 years and 5 weeks plus 4 days after 29 years (previously, 5 weeks after 20 years and 6 weeks after 30 years).

Health and Welfare: Dental Plan - Coverage extended to include dental surgery and root canal therapy.

Kitchener City Corporation - Local 68, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from February 7, 1977 to February 6, 1978, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 7/77</u>
	General Increase	8%
	Labourer	\$5.77 (\$5.34)
	Maintenance III	\$6.91 (\$6.40)

Health and Welfare: Dental Plan - Coverage is based on the 1977 (1975) Ontario Dental Association schedule of fees.

London City Corporation - Local 101, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 331 employees,

settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase	\$725 - \$1,100
	Job Class 2 (includes Jr. Clerk)	\$6,790 - \$9,830 (\$6,065 - \$9,105)
	Job Class 12 (includes Planner)	\$13,030 - \$19,705 (\$11,930 - \$18,605)

Probationary period is 90 calendar days. Maximum rates for Jr. Clerk reached after 30 months and for Planner after 6 years.

Health and Welfare: Dental Plan - Employer pays 75% (55%) of cost of dental plan.

Meal Allowance: \$2.75 (\$2.00).

Mileage Allowance: Effective March 1, 1977, 28¢ per mile for first 250 miles per month, 23¢ (20¢) for next 250 miles per month and 16¢ (11¢) for any additional miles.

Toronto City Corporation - Local 113, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 1,290 employees, settled at the mediation stage. Duration of negotiations - 6 months.

AIB Rollback/
Previous Agreement: The Anti-Inflation Board ruled that the average wage increase for the 1976 agreement be reduced to 9.55%. The previous rates shown below reflect this reduction.

Wages:	Effective	<u>Jan. 1/77</u>
	<u>Annual Rates</u>	
	Fire Fighter 4th Class*	\$14,184 (\$13,220)
	Fire Fighter 1st Class	\$18,988 (\$17,626)
	Platoon Chief	\$29,290 (\$27,317)

*Rate shown for Fire Fighter 4th Class is for the second 6 months of service.

Paid Vacation: 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 (15) years, 5 weeks after 19 (22) years and 6 weeks (new) after 25 years. (Previously, 4 weeks plus 1 day after 18 years and 1 additional day for each subsequent year of service, to 5 weeks after 22 years.)

Health and Welfare: Dental Plan (new) - A basic preventative plan will be introduced with the employer paying 60% of the premium.

Windsor City Board of Commissioners of Police - Windsor Police Association (Ind.)
(Unit A): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

This settlement is subject to approval by the Anti-Inflation Board.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	7.85%
	Police Constable - Third Class	\$16,296 (\$15,110)
	Police Constable - First Class	\$18,786 (\$17,419)
	Staff Inspector	\$25,901 - \$27,024 (\$24,016 - \$25,057)

Maximum rate for Staff Inspector is reached upon completion of his 12-month probationary period.

Police College Allowance: \$30 (\$20) per week.

CONSTRUCTION

Electrical Construction Association of Hamilton - Local 105, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 1,150 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	53¢
	Journeyman Electrician	\$13.17 (\$12.44)

Health and Welfare: Effective May 1, 1977, employer contributes 2¢ (new) per hour.

Electrical Contractors Association of Oshawa-Port Hope - Local 894, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 2/77</u>
	General Increase	No increase
	Journeyman Electrician	\$11.11 (\$11.11)

Health and Welfare: Effective May 2, 1977, employer contributes 45¢ (35¢) per hour.

Pension Plan: Effective May 2, 1977, employer contributes 65¢ (new) per hour.

Grand Valley Construction Association, General Contractors Section - Local 785, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 550 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	65¢
	Journeyman Carpenter	\$9.45 (\$8.80)

Hamilton Construction Association, General Contractors' Section - Local 18, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 850 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 2/77</u>	<u>Nov. 1/77</u>
	General Increases	89¢*	26¢
	Journeyman Carpenter	\$11.00 (\$10.11)	\$11.26

*Note: Increases are subject to approval by the Anti-Inflation Board.

London Mechanical Contractors Association - Local 593, Plumbers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

This settlement is subject to approval by the Anti-Inflation Board

Wages:	Effective	<u>May 1/77</u>
	General Increase	70¢
	Journeyman Plumber and Pipefitter	\$10.99 (\$10.29)

Foreman Premium: \$1.10 (\$.75) per hour.

Health and Welfare: Subject to AIB approval, employer contribution is 42¢ (34¢) per hour.

Pension Plan: Subject to AIB approval, employer contribution is 67¢ (60¢) per hour.

Board Allowance: \$20 (\$17) per day.

Mileage Allowance: 20¢ (17¢) per mile.

Niagara Mechanical Contractors Association - Local 666, Plumbers (AFL-CIO/CLC):

A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	May 1/77
	General Increase	6.7%
	Journeyman	\$11.36
	Plumber	(\$10.65)

Previous rate reflects the elimination by the Anti-Inflation Board of the previous agreement's January 29, 1977 increase.

Education Fund: Employer contribution is 5¢ (3¢) per hour.

Mileage 25¢ (20¢) per hour.

Allowance:

Oshawa-Port Hope Mechanical Contractors Association - Local 463, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/77</u>	<u>May 1/78</u>
	General	6%	4.15%
	Increases		
	Journeyman	\$11.33	\$11.80
	Plumber	(\$10.69)	

Escalator Clause (new): If the Consumer Price Index has risen in excess of 6% as of October 15, 1977, wages for the second contract year will be adjusted upwards accordingly.

Addendum

June 1976 Settlement

CONSTRUCTION

Ontario Terrazzo, Tile and Marble Guild, Inc., province-wide - Ontario Provincial Conference, Bricklayers (AFL-CIO/CLC)(marble, tile, terrazzo and cement masons, and resilient floor layers and their helpers):
A 23-month renewal agreement effective from May 24, 1976 to April 30, 1978, covering 1,500 employees, settled at the conciliation officer stage and ratified in June 1976. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 24/76</u>	<u>Nov. 1/76</u>
	General Increases	90¢	45¢
	Marble Mechanic	\$8.86	\$9.31
	(Toronto)	(\$7.96)	

Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
General Increases	65¢	50¢
Marble Mechanic (Toronto)	\$9.96	\$10.46

Wages - As Approved by the Anti-Inflation Board

Effective	<u>May 24/76</u>	<u>Nov. 1/76</u>
Marble Mechanic (Toronto)	\$8.78	\$9.09

Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
Marble Mechanic (Toronto)	\$9.76	\$9.85

Vacation Pay: Effective November 1, 1977, the Ontario Joint Conference Board may apply any part of the total wage increase to vacation pay to a maximum of 10%. Effective November 1, 1977, vacation pay is 10% (8%) for employees covered by the Toronto Local.

Board Allowance: Effective May 24, 1976, \$18 (\$12) per day.

Mileage Allowance: Effective May 24, 1976, 18¢ (15¢) per mile. Effective May 1, 1977, 19¢ per mile.

December 1976 Settlement

EDUCATION AND RELATED SERVICES

York County Board of Education - Local 1196, Canadian Union of Public Employees (CUPE)
A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 323 employees, settled at the bargaining stage and ratified in December 1976. Duration of negotiations - 1 week.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	6%
	Additional Adjustment	9¢ for General Maintenance Man No. 2
	Matron	\$4.08 - \$4.18 (\$3.85 - \$3.95)
	Caretaker No. 1	\$5.08 - \$5.41 (\$4.79 - \$5.09)
	General Maintenance Man No. 2	\$6.33 - \$6.65 (\$5.89 - \$6.19)

Probationary period is 90 days of work. Maximum rates reached after two 6-month increases.

Shift Premium: 0 - 18¢ - 20¢ (0 - 14¢ - 14¢).

Call-back Pay: Double time (time and one-half) for all hours worked on call-back on a statutory holiday, plus holiday pay.

Paid Vacation: 4 weeks after 13 (15) years' service.

Health and Welfare: OHIP - Employer pays 100% (75%) of cost of premiums.

Meal Allowance: \$3.00 (\$2.50).

Safety Shoe Allowance (new): Employer pays 50% of cost of safety shoes, up to a maximum of \$15 per year.

This settlement has been approved by the Anti-Inflation Board.

March 1977 Settlement

WOOD

Cochrane Enterprises Limited at Cochrane - Local 2995, Carpenters (AFL-CIO/CLC):
A 24-month renewal agreement effective from June 1, 1976 to May 31, 1978, covering 324 employees, settled at the conciliation officer stage and ratified in March 1977. Duration of negotiations - 7 months.

Wages:	Effective	<u>June 1/76</u>	<u>June 1/77</u>
General Increases		55¢	45¢
Additional Adjustments		5¢-35¢ for skilled trades	
Clean Up Man		\$5.20 (\$4.65)	\$5.65
Millwright 1		\$6.55 (\$5.85)	\$7.00

Paid Holidays: 1 floating day added for a total of 12 (11).

Bereavement Leave: Grandparents included in up to 3 days' paid leave.

Health and Welfare: Weekly Indemnity Plan - Benefits increase to 70% of weekly earnings to UIC maximum (previously \$140), payable, as previously, on a 1-4-52 basis.

Anti-Inflation Board Rulings in April 1977

Employer and Union	Reference	Action
American Can of Canada, Brampton and Printing & Graphic Communications Union (AFL-CIO/CLC)	Dec. 76, p. 716	Disallowed
Carleton University, Ottawa and Carleton University Support Staff Assn. (Ind.)(clerical, technical, administrative and service empls.)	Nov. 76, p. 674	Allowed
Consolidated-Bathurst Packaging Ltd., Etobicoke, Hamilton, St. Thomas and Whitby and Woodworkers (AFL-CIO/CLC)	Sept. 76, p. 564	Disallowed
Continental Can Co. of Canada Ltd., Mt. Dennis Plant, Weston and Printing & Graphic Communications Union (AFL-CIO/CLC)	Jan. 77, p. 6	Disallowed
Dominion Stores Ltd., Guelph, Kitchener, Midland, Waterloo and K-Mart Plaza in Waterloo Township and Retail Clerks (AFL-CIO/CLC)	Dec. 76, p. 728	Disallowed
Dominion Stores Ltd., Sarnia and Steelworkers (AFL-CIO/CLC)	Dec. 76, p. 753	Disallowed
Dominion Stores Ltd., Sault Ste. Marie and Northern Ontario and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	Dec. 76, p. 749	Disallowed
Dominion Stores Ltd., Sudbury and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)(part-time empls.)	Dec. 76, p. 750	Disallowed
Dominion Stores Ltd., Toronto and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)(warehousemen)	Oct. 76, p. 622	Disallowed
Dominion Stores Ltd., Windsor and Amherstburg and Steelworkers (AFL-CIO/CLC)(full and part-time retail food employees)	Oct. 76, p. 601	Disallowed
Edwards Owen Sound Operations, General Signal of Canada Ltd., Owen Sound and Steelworkers (AFL-CIO/CLC)	Dec. 76, p. 722	Disallowed
Niagara South Board of Education and Fed. of Women Teachers' Assns. of Ontario, Ont. Public School Men Teachers' Fed. and L'Assn. des enseignants franco-ontariens (OTF)	Dec. 76, p. 736	Disallowed
Niagara South Board of Education and Ont. Secondary School Teachers' Fed. (OTF)	Nov. 76, p. 671	Disallowed
Rheem Canada Ltd., Hamilton and Steelworkers (AFL-CIO/CLC)	Jan. 77, p. 7	Disallowed

Anti-Inflation Board Rulings in April 1977

Employer and Union	Reference	Action
t. Lawrence Cement Co. (Mississauga Plant, Ogden Point Quarry and Cement Distributing Depots), Mississauga and Cement Workers (AFL-CIO/CLC)	Oct. 76, p. 620	Disallowed

Negotiations in Progress during April 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage
AP Parts of Canada Ltd., Toronto	Auto Workers (CLC)	375	PCB
Aimco Automotive Industries, Div. of Aimco Industries Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	245	B
Architectural Glass and Metal Contractors Assn., OLRB Area 8	Painters (AFL-CIO/CLC)	350	B
Associated Fur Industries of Toronto	Foodworkers (AFL-CIO/CLC)	450	B
Atomic Energy of Canada Ltd., Chalk River and Deep River**	Atomic Energy Allied Council (various AFL-CIO/CLC unions)	870	B
Atomic Energy of Canada Ltd., Commercial Products Div., Ottawa**	CLC-Directly Chartered	240	B
Atomic Energy of Canada Ltd., Power Projects, Mississauga**	Society of Professional Engineers (Ind.)	340	CO
Belleville General Hospital	Ont. Nurses' Assn. (Ind.)	276	B
Bendix Automotive of Canada Ltd., Windsor	Auto Workers (CLC)	610	CO
Joseph Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	CO
Brewers' Warehousing Co. Ltd., province-wide	Canadian Brewery Workers Union (CLC)	1,400	B
Camco Ltd., Weston	Steelworkers (AFL-CIO/CLC)	500	B
Canada Packers Ltd., Walkerton	Foodworkers (AFL-CIO/CLC)	270	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	230	B
Canadian Johns-Manville Co., Ltd., Port Union	Canadian Chemical Workers (Ind.)	530	B
Canadian National Institute for the Blind, province-wide	Service Empls. (AFL-CIO/CLC)	575	MED
Carleton University, Ottawa	Carleton University Support Staff Assn. (Ind.) (clerical, computer and accounting empls.)	650	B
Carleton University, Ottawa	Carleton University Academic Staff Assn. (Ind.) (university professors)	640	B
Carling O'Keefe Ltd. and Carling O'Keefe Transport, Etobicoke, Toronto and Waterloo	Canadian Brewery Workers Union (CLC) (production and transport empls.)	610	B
Central Ontario Electrical Contractors Assn.	Electrical Workers (IBEW)(AFL-CIO/CLC)	450	PCB

*See page 253 for definition of codes.

**Federal jurisdiction

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
istie, Brown and Co. Ltd., tobicoke	Bakery Workers (AFL-CIO/CLC)	550	B
. Clarke & Co. Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	315	CO
gate Palmolive Ltd., Toronto	Intl. Chemical Workers (AFL-CIO/CLC)	321	B
monwealth Holiday Inns of anada Ltd., Holiday Inn of ttawa Centre, Ottawa	Hotel Employees (AFL-CIO/CLC)	205	CO
crete and Drain Contractors ssn. (Residential)	Labourers (AFL-CIO/CLC)	250	CO
sumers Glass Co. Ltd., Toronto	Glass and Ceramic Workers (AFL-CIO/ CLC)	670	B
per Tool Group Ltd., Port ope	Steelworkers (AFL-CIO/CLC)	249	B
ncil of Printing Industries f Canada, Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	220	B
ncil of Printing Industries f Canada, Toronto	Typographical Union (AFL-CIO/CLC)	795	CO
bie Industries Ltd., Woollen nd Fabric Div., Cambridge	National Council of Canadian Labour (Ind.)	212	B
glas Ltd., Hamilton	Glass and Ceramic Workers (AFL-CIO/CLC)	800	CO
inion Bridge Co. Ltd. Mount Dennis), Toronto	Steelworkers (AFL-CIO/CLC)	336	MED
inion Textile Ltd. (Long ault Fabric and Long Sault arn Plants), Long Sault	United Textile Workers (AFL-CIO/CLC)	540	CO
tar Chemicals Ltd., Sifto alt Div., Goderich Mine, oderich	Canadian Chemical Workers (Ind.)	220	CO
Pont of Canada Ltd., Maitland	Intl. Chemical Workers (AFL-CIO/CLC)	630	B
ham Board of Education	CUPE (CLC) (maintenance and service empls., custodians and drivers)	366	CO
ham Region Roman Catholic Separate School Board	Teachers Federations	365	ARB
ham Regional Police	Police Assn. (Ind.)	295	CO
on Yale Ltd. (Forestry quipment Div.), Woodstock	Molders (AFL-CIO/CLC)	400	B
ex International, Dunnville	Auto Workers (CLC)	402	PCB
ranti-Packard Ltd., Mt. Dennis Plant, Toronto	Electrical Workers (UE)(CLC)	225	CO
berglas Canada Ltd., Textile nd Chemical Plant, Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	312	B

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Fittings Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	720	B
Frankel Structural Steel Ltd., Toronto	Structural Iron Workers (AFL-CIO/CLC)	290	B
GTE Automatic Electric (Canada) Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	1,100	B
Gates Rubber of Canada Ltd., Brantford	Rubber Workers (AFL-CIO/CLC)	350	CO
Glendale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	290	B
Goodrich, B.F., Canada Ltd., Kitchener and Waterloo	Rubber Workers (AFL-CIO/CLC)	650	B
Gould Manufacturing of Canada Ltd., Mechanical Products Div., St. Thomas	Machinists (AFL-CIO/CLC)	350	B
Government of Canada (Treasury Board)**	Professional Assn. of Foreign Service Officers (Ind.)	980	B
Grand Valley Construction Assn.	Labourers (AFL-CIO/CLC)	560	CO
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	CO
Hamilton City	Fire Fighters (AFL-CIO/CLC)	410	B
Hamilton City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	272	B
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	735	CO
Hamilton Construction Assn.	Labourers (AFL-CIO/CLC)	600	CO
Hamilton Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	1,500	B
Hamilton-Wentworth Regional Board of Commissioners of Police, Hamilton	Hamilton-Wentworth Police Assn. (Ind.)	625	B
Hawker Siddeley Canada Ltd. (Canadian Car), Thunder Bay	Auto Workers (CLC)	860	B
Hayes-Dana Ltd., St. Catharines and Thorold	Auto Workers (CLC)	1,650	CO
John T. Hepburn Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	B
Holmes Foundry, Sarnia	Auto Workers (CLC)	406	CO
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200	CO
Houdaille Oshawa Ltd., Oshawa	Auto Workers (CLC)	500	B
Inglis Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	800	MED

**Federal jurisdiction

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Superior Systems Contractors Assn.	Lathers (AFL-CIO/CLC)	1,200	B
International Hardware Co. of Canada Ltd., Belleville	Molders (AFL-CIO/CLC)	220	B
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,500	B
Kingston City Corp. (including Rideaucrest Home for the aged)	CUPE (CLC) (office, clerical, technical, maintenance and service empls.)	335	B
Kingston Construction Assn.	Labourers (AFL-CIO/CLC)	200	CO
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	450	ARB
Kingston Spinners Ltd.	Clothing and Textile Workers (AFL-CIO/CLC)	350	MED/WS
Lechenier Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	700	B
Mapak Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	CO
McEwen's Ontario Breweries, London	CLC-Chartered Local	460	B
Midland Ontario Construction Assn.	Carpenters (AFL-CIO/CLC)	600	B
Midland Sheet Metal Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	230	B
Midland Terminal Elevators (various companies), Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO
Midleton County Board of Education	CUPE (CLC) (custodians)	200	CO
Midleton City Police Force	Police Assn. (Ind.) (policemen and civilian empls.)	443	B
Midleton and District Construction Assn.	Labourers (AFL-CIO/CLC)	1,500	CO
Midleton and District Construction Assn. (General Contractors Section)	Carpenters (AFL-CIO/CLC)	780	B
Midleton Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	369	PCB
Midleton Sheet Metal Contractors Assn., OLRB Area 3P	Sheet Metal Workers (AFL-CIO/CLC)	200	CO
Midleton Transportation Commission	Transit Union (AFL-CIO/CLC)	340	B
Gregory Hosiery Mills Ltd., Toronto	Canadian Textile and Chemical Union (Ind.)	250	B

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
McKellar General Hospital, Thunder Bay	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	ARB
Mansfield-Denman General Company Ltd., Barrie	Rubber Workers (AFL-CIO/CLC)	620	B
Metro Toronto Apartment Builders Assn. (Housing and Apartment Buildings)	Labourers (AFL-CIO/CLC)	400	CO
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls., full and part-time)	290	CO
Millhaven Fibres Ltd., Millhaven	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	940	CO
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	241	B
Molson's Brewery (Ontario) Ltd. and W.J. Hyatt Transport, Toronto	Canadian Brewery Workers Union (CLC)	625	B
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	233	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	290	ARB
Mount Sinai Hospital, Toronto	Service Empls. (AFL-CIO/CLC) (office, and clerical empls.)	200	CO
National Auto Radiator Mfg. Co. Ltd., Windsor	Auto Workers (CLC)	320	CO
National Grocers Co. Ltd., southern Ontario	Retail, Wholesale Employees (AFL-CIO/CLC)	270	CO
National Grocers Co. Ltd., various locations	Teamsters (Ind.) (drivers, maintenance empls. and warehousemen)	300	B
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (Ind.) (clerical empls.)	324	B
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (operational category, supervisory and non-supervisory)	289	B
Niagara Falls City Corp.	CUPE (CLC) (clerical, service and maintenance empls.)	300	CO
Niagara Regional Board of Commissioners of Police	Niagara Region Police Assn. (Ind.)	510	B
Niagara Regional Municipality	CUPE (CLC) (inside and outside empls.)	450	PCB
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	458	B
Niagara South Board of Education	CUPE (CLC) (caretaking and maintenance empls.)	450	CO
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	244	MED

**Federal jurisdiction

negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Reg'n Stage
Ch American Plastics Co. d., Wallaceburg	Auto Workers (CLC)	400	B
Ch York Borough	CUPE (CLC) (inside empls.)	510	B
Ch York Borough	CUPE (CLC) (outside empls.)	710	B
Ch York Borough	Fire Fighters (AFL-CIO/CLC)	555	B
Ch York Borough Hydro-Electric Commission	CUPE (CLC)	325	B
Ch York General Hospital, Willowdale	Ont. Nurses' Assn (Ind.) (full and part-time empls.)	515	CO
Ch York Public Library Board, Toronto	CUPE (CLC)	350	B
Chwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	CO
ton Company Electric Furnace plants, Chippawa	Intl. Chemical Workers (AFL-CIO/CLC)	310	B
ario Acoustical Assn.	Carpenters (AFL-CIO/CLC)	1,400	B
ario Construction Labour Relations Assn.	Labourers (AFL-CIO/CLC)	2,000	B
ario Construction Labour Relations Assn., Hamilton Area	Structural Iron Workers (AFL-CIO/ CLC) (rodmen)	200	B
ario Council of Regents of Col- leges of Applied Arts and Tech- nology, province-wide	Ont. Public Service Empls. Union (Ind.) (academic staff, librarians, and counsellors)	6,155	B
ario Council of Regents of colleges of Applied Arts and technology, province-wide	OPSEU (Ind.) (support staff empls.)	3,500	B
ario Erectors Assn.	Structural Iron Workers (AFL-CIO/ CLC)	1,350	B
ario Government (Working Con- ditions)	OPSEU (Ind.) (classified public servants)	54,000	B
ario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	670	ARB
ario Housing Corp., province- wide	CUPE (CLC) (office and maintenance empls.)	800	ARB
ario Hydro, province-wide	CUPE (CLC) (hydro empls.)	13,320	B
ario Jockey Club (Standardbred Div.)	Service Empls. (AFL-CIO/CLC)	300	B
ario Jockey Club (Thoroughbred Div.)	Service Empls. (AFL-CIO/CLC)	450	B
ario Liquor Control Board and Ontario Liquor Licence Board, province-wide	Liquor Control Board of Ont. and Liquor Licence Board of Ont. Employees' Assn. (Ind.)	3,500	B

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Millwrighting Contractors Assn., province-wide	Carpenters (AFL-CIO/CLC)	1,800	B
Ontario Painting Contractors Assn.	Painters (AFL-CIO/CLC)	2,500	B
Ontario Painting Contractors Assn. (Residential Section)	Painters (AFL-CIO/CLC)	350	B
Oshawa and District Commercial Construction Exchange	Labourers (AFL-CIO/CLC)	400	CO
Oshawa City (Public Works, Parks and Property Depts. and Civic Auditorium)	CUPE (CLC)	226	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	1,630	B
Ottawa City	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City	Ottawa Police Assn. (Ind.)	680	B
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	B
Ottawa City Hydro-Electric Commission	CUPE (CLC)	202	CO
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	925	CO
Ottawa Construction Assn. (General and Floor Finishing Contractors)	Plasterers (AFL-CIO/CLC)	250	B
Ottawa Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	1,000	B
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	ARB
Ottawa Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	1,000	B
Ottawa Mechanical Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	600	B
Ottawa Roman Catholic Separate School Board	Cdn. Merchandising Employees Union (Ind.) (maintenance empls. and custodians)	250	WS
Ottawa Walls and Ceilings Contractors Assn.	Plasterers (AFL-CIO/CLC)	250	B
Patons and Baldwins (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	289	B

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
County Board of Education	CUPE (CLC) (office and clerical empls.)	480	B
County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	MED
Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	385	B
ley Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	238	CO
th County Board of Education	Teachers Federations	370	B
erborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	342	CO
lips Electronics Ltd., Toronto	Electrical Workers (IBEW) (AFL-CIO/ CLC)	250	B
kington Brothers (Canada) Ltd. Pilkington Glass Mfg. Div.), carborough	Glass and Ceramic Workers (AFL-CIO/ CLC)	650	B
e Line Contractors Assn. of anada	Labourers (AFL-CIO/CLC)	1,000	B
e Line Contractors Assn. of anada	Plumbers (AFL-CIO/CLC)	300	B
e Line Contractors Assn. of anada, province-wide	Teamsters (Ind.)	200	B
elli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	200	B
cor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	200	B
nte - St. Lawrence Electrical ontractors Assn.	Electrical Workers (IBEW) (AFL-CIO/ CLC)	430	B
U Limited, Midland	Electrical Workers (IUE) (AFL-CIO/ CLC)	880	B
ed Paper Ltd., Dryden	Carpenters (AFL-CIO/CLC)	250	MED/WS
erside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	ARB
son-Lang Leathers Ltd., Barrie, obourg, Kitchener and Oshawa	Foodworkers (AFL-CIO/CLC)	500	MED
ntree Mackintosh Canada Ltd., oronto	Retail, Wholesale Employees (AFL- CIO/CLC)	755	CO
al Victoria Hospital of Bar- ie, Inc.	Ont. Nurses' Assn. (Ind.)	234	CO
Catharines City Corp., Arena, ity Hall, Parks and Recreation nd Works Depts.	CUPE (CLC) (equipment operators, maintenance and service empls.)	200	B
Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	CO
Joseph Religious Hospitaliers f Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	B

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	CO
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	375	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	CO
St. Mary's of the Lake Hospital, Kingston	Employees' Assn. (Ind.)	200	CO
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	610	PCB
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	CO
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	ARB
Sangamo Co. Ltd., Toronto	Machinists (AFL-CIO/CLC)	310	B
Sault Ste. Marie Builders Exchange	Carpenters (AFL-CIO/CLC)	300	B
Scarborough Borough	Fire Fighters (AFL-CIO/CLC)	370	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	705	B
Scarborough Borough Board of Education	CUPE (CLC) (part-time maintenance empls.)	290	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	CO
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.)	560	CO
Scarborough Public Utilities Commission, Hydro, Water and Gas Div.	Electrical Workers (IBEW) (AFL-CIO/ CLC)	240	B
Laura Secord Candy Shops Ltd. (Birchmount Rd.), Scarborough	Bakery Workers (AFL-CIO/CLC)	410	MED
Seiberling Rubber Co. of Canada, Toronto	Rubber Workers (AFL-CIO/CLC)	290	B
Silverwood Industries Ltd. (Sil- verwood Dairies Div.), London	Teamsters (Ind.)	200	CO
Sklar Furniture Ltd. (Chair and Meridian Furniture Divs.), Toronto	Steelworkers (AFL-CIO/CLC)	366	CO
Square D Co. Canada Ltd., Toronto	Electrical Workers (UE) (CLC)	200	B
Steinberg's Ltd., Miracle Mart Div., eastern Ontario	Retail Clerks (AFL-CIO/CLC)	250	B

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Windsor, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	525	WS
Windsor Construction Assn.	Carpenters (AFL-CIO/CLC)	500	B
Windsor General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	CO
Windsor Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	450	B
Windsor Ltd., Steel Div., Waterloo	Steelworkers (AFL-CIO/CLC)	251	B
Windsorbrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	PCB
Windsorbrook, Wellesley, Toronto	Service Empls. (AFL-CIO/CLC) (of- fice and clerical empls.)	810	ARB
Windsorcrest Hospitals, Toronto			
Windsor Place Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	240	B
Windsor Products, St. Catharines	Employees' Assn. (Ind.)	835	B
Windsor Canada Ltd., London	Auto Workers (CLC)	350	CO
Windsor Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	225	CO
Windsor Bay City Police	Police Assn. (Ind.)	209	ARB
Windsor Bay Construction Assn.	Carpenters (AFL-CIO/CLC)	600	B
Windsor Bay Construction Assn.	Electrical Workers (IBEW) (AFL-CIO/ CLC)	220	B
Windsor Bay Construction Assn.	Structural Iron Workers (AFL-CIO/CLC)	280	B
Windsor Bay Grocery Stores	Retail Clerks (AFL-CIO/CLC)	426	B
Windsor Bay Mechanical Contrac- tors Assn.	Plumbers (AFL-CIO/CLC)	339	B
Windsor and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	300	B
Windsor City Board of Education	CUPE (CLC) (caretakers and mainte- nance empls.)	700	B
Windsor City Board of Education	CUPE (CLC) (chief caretakers and engineers)	257	B
Windsor City Board of Education	CUPE (CLC) (non-teaching empls.)	408	B
Windsor City Board of Education (Public Schools Sector)	CUPE (CLC) (office and clerical empls.)	210	CO
Windsor Construction Assn.	Structural Iron Workers (AFL-CIO/CLC)	500	B
Windsor Construction Assn., Gen- eral Contractors Section, and the Waterproofing Contractors Assn.	Plasterers (AFL-CIO/CLC)	550	B

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Toronto East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	550	PCB
Toronto Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	4,000	B
Toronto Form Work Assn. (Residential Agreement)	Labourers (AFL-CIO/CLC)	1,500	CO
Toronto General Hospital	Ont. Nurses' Assn. (Ind.)	840	CO
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	800	CO
Toronto Hydro-Electric System	CUPE (CLC) (clerical and technical empls.)	500	B
Toronto Hydro-Electric System	CUPE (CLC) (hourly-rated empls.)	500	B
Toronto Lathing and Plastering Contractors	Bricklayers (AFL-CIO/CLC)	200	B
Toronto Masonry Contractors Assn. (bricklayers)	Bricklayers and Masons Independent Union (CCU)	1,100	B
Toronto Masonry Contractors Assn. (bricklayers assistants)	Bricklayers and Masons Independent Union (CCU)	550	B
Toronto Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	3,500	B
Toronto Mechanical Contractors Assn. (Metropolitan Plumbing and Heating Contractors Div.)	Plumbers (AFL-CIO/CLC) (Residential Div.)	1,200	B
Toronto Residential Concrete Forming Contractors	Labourers (AFL-CIO/CLC)	1,200	CO
Toronto Sheet Metal and Air Handling Assn.	Sheet Metal Workers (AFL-CIO/CLC)	1,600	CO
Toronto Sheet Metal and Air Handling Assn. - Roofing Div.	Sheet Metal Workers (AFL-CIO/CLC)	700	B
Toronto Star Ltd.	Various Unions	391	PCB
Toronto Star Ltd., Mailing Room	Printing and Graphic Communications (AFL-CIO/CLC)	250	B
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,380	B
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	CO
Union Carbide Canada Ltd. (Carbon and Metal Products), Welland	Electrical Workers (UE) (CLC)	520	CO
Uniroyal Ltd. (Tire Factory and Rubber Machinery Shops), Kitchener	Rubber Workers (AFL-CIO/CLC)	1,200	CO
United Co-operatives of Ontario, Tend-R-Fresh Plant, Petersburg	Foodworkers (AFL-CIO/CLC)	219	B

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
University of Guelph	CUPE (CLC) (firemen and service and maintenance empls.)	450	B
Toronto Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time empls.)	470	CO
CO Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	300	CO
Perloo Regional Police Force	Police Assn. (Ind.)	418	B
Perloo - Wellington Sheet Metal Contractors Assn., OLRB Areas P, 6, 7 and 28	Sheet Metal Workers (AFL-CIO/CLC)	200	CO
Ettinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	3,050	PCB
Ettinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	270	CO
ite Farm Equipment (Canada) Ltd., Brantford	Auto Workers (CLC)	850	B
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	MED
Windsor City	CUPE (CLC) (inside empls.)	530	B
Windsor City (Public Works and Parks and Recreation Depts.)	CUPE (CLC) (service and maintenance empls.)	400	B
Windsor Construction Assn.	Labourers (AFL-CIO/CLC)	400	CO
Windsor Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	215	CO
Windsor Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	325	B
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	CO
Windsor Raceway Holdings Ltd., Windsor	Service Empls. (AFL-CIO/CLC)	230	B
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	225	B
Windsor's Compensation Board, Province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	ARB
Windsor Borough Board of Education	CUPE (CLC) (caretakers and maintenance and stockroom empls.)	235	B
Windsor County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300	B
Windsor Regional Municipality Police Dept.	Police Assn. (Ind.)	285	B

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Zehr's Markets Ltd., Guelph	Diamond Z Assn. (Ind.)	288	CO
<u>More Than One Province</u>			
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,515	CO
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,700	B
Bell Canada, Quebec and Ontario**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,500	CB
Burns Foods Ltd., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	1,950	B
CP Air, system-wide**	Air Line Pilots (Ind.)	600	CO
CP Air, system-wide**	Machinists (AFL-CIO/CLC)	1,730	B
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC)	1,300	B
Canada Cement Lafarge Ltd., N.S., N.B., Que., Ont., Man., Sask. and Alta.	Cement Workers (AFL-CIO/CLC)	735	B
Canada Packers and Wilsil, Ltd., P.E.I., Que., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	5,500	PCB
Canadian Broadcasting Corp., Canada-wide	Broadcast Employees (NABET) (AFL-CIO/CLC)	2,645	B
Council of Printing Industries of Canada, Hamilton, London and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls.)	1,780	PCB
Government of Canada (Treasury Board)**	Air Traffic Employees (Ind.)	2,165	CB
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	3,890	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC)	2,890	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	16,700	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,235	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (architecture and town planning)	360	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (computer system administration)	2,040	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (historical research group)	239	ARB

**Federal jurisdiction

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (physical sciences group)	545	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (translation group)	1,065	CB
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,500	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,365	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,905	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters group, supervisory and non-supervisory)	1,535	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,935	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,610	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services, supervisory and non-supervisory)	4,155	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,315	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,970	B
Imperial Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	725	CO
Imperial Canadian Co. Ltd., Ont., Man., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	1,900	B
Port St. Lawrence Shipping, Great Lakes and St. Lawrence River**	Railway, Transport and General Workers (CBRT) (CLC) (unlicensed personnel)	525	B

Negotiations in Progress during April 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
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Definitions of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
Med/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in May 1977

Employer and Location	Union	No. of Empls.
P Parts of Canada, Rexdale Operation, Toronto	Auto Workers (CLC)	375
Atomic Energy of Canada, Commercial Prods. Div., Ottawa	CLC-Directly Chartered	240
Atomic Energy of Canada, Nuclear Labs, Chalk River and Deep River	Atomic Energy Allied Council (various AFL-CIO/CLC unions)	870
Endix Automotive of Canada, Windsor	Auto Workers (CLC)	610
Turns Foods, Kitchener	Foodworkers (AFL-CIO/CLC)	441
Canada Packers, Toronto and Bramalea	Foodworkers (AFL-CIO/CLC)	2,927
N Railways, Chateau Laurier Hotel, Ottawa	Railway, Transport & General Workers (CLC)	350
iberglas Canada, Textile & Chemical Plants, Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	312
raser, Herb & Associates, Port Colborne	Steelworkers (AFL-CIO/CLC)	205
TE Automatic Electric Canada, Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	1,100
oodrich, B.F. Canada, Kitchener and Waterloo	Rubber Workers (AFL-CIO/CLC)	650
ould Manufacturing of Canada, Mechanical Prods. Div., St. Thomas	Machinists (AFL-CIO/CLC)	350
ayes-Dana Ltd., Plants 1,2, & 3, St. Catharines and Thorold	Auto Workers (CLC)	1,650
epburn, John T. Ltd., 3 plants, Toronto and Mississauga	Steelworkers (AFL-CIO/CLC)	200
itchener City Corp., Transit Div., Kitchener	Railway, Transport & General Workers (CLC)	208
anark Manufacturing Co., Dunnville	Auto Workers (CLC)	700
cGraw-Edison of Canada, Power Systems Div., Scarborough	Steelworkers (AFL-CIO/CLC)	210
etro Toronto Apartment Builders Assn., OLRB Areas 8, 18P	Labourers (AFL-CIO/CLC)	400
orth American Plastics Co., Wallaceburg	Auto Workers (CLC)	400
orton Co., Electric Furnace Plants, Chippawa	International Chemical Workers (AFL-CIO/CLC)	310
ntario Millwrighting Contractors Assn., province-wide	Carpenters (AFL-CIO/CLC)	1,800
rocor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	200
CA Ltd., Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	880
Scarborough General Hospital, Scarborough	Ontario Public Service Empls. (Ind.)	222

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in May 1977

Employer and Location	Union	No. Emp1
Somerville Inds., London	International Chemical Workers (AFL-CIO/CLC)	250
Sunar Ltd., Steel Div., Waterloo	Steelworkers (AFL-CIO/CLC)	251
Sutton Place Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	240
Swift Canadian Co., Toronto	Foodworkers (AFL-CIO/CLC)	527
Toronto Masonry Contractors Assn. Inc., OLRB Area 8	Bricklayers and Masons Independent Union (CCU)	550
Toronto Masonry Contractors Assn. Inc., OLRB Area 8	Bricklayers and Masons Independent Union (CCU)	1,100
Treasury Board of Canada, Electronics Group, province-wide	Electrical Workers (IBEW) (AFL-CIO/CLC)	935
Uniroyal Ltd. Tire Factory & Rubber Machinery Shops, Kitchener	Rubber Workers (AFL-CIO/CLC)	1,200
Willroy Mines, Macassa Div., Kirkland Lake	Steelworkers (AFL-CIO/CLC)	231
York County Board of Education	Canadian Union of Public Employees (CLC)	300

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Canada

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Canada



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OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
MAY 1977

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1977 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest- and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is included only when it is specifically stated in the settlement. It is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in May 1977 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in May 1977. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in June 1977.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

June 27, 1977

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Highlights

Printing Crafts Settlements. The Graphic Arts International Union, representing approximately 2,860 bookbinders, photoengravers and lithography employees, commenced negotiations in the fall of 1976 with the Council of Printing Industries of Canada for the renewal of a number of contracts scheduled to expire on December 31, 1976. The first settlement was reached in post-conciliation bargaining in April, when 700 bookbinders employed in the Toronto area accepted a one-year agreement. Apart from a general wage increase, which amounted to 60 cents per hour for a Journeyman I, the contract included changes in the health and welfare plan and improved paid vacation and holiday provisions which brought the bookbinders' entitlements closer to those already enjoyed by the photoengravers and lithographers (see p. 201 of the April 1977 issue of this report for details of the settlement).

In May, with the assistance of a provincial mediator, a settlement was reached which for the first time brought photoengravers and lithographers under one master agreement. The one-year contract, covering 2,160 employees in Montreal and four Ontario locations, contained a general wage increase of 63 cents per hour plus special adjustments for employees operating web presses. Other changes included increased employer contributions to health and welfare, pension and supplemental unemployment benefit (SUB) plans, and improved SUB benefits.

Electrical Products Settlements. During May, negotiations were concluded between five major electrical products manufacturers and their production employees represented by three international unions. The resultant seven agreements, affecting a total of 5,500 workers, were broadly based on the industry pattern established in February at the Canadian General Electric Company, but with a number of specific local variations.

Hourly-rated employees at three Hamilton plants of Westinghouse Canada, after a 10-day work stoppage, accepted the terms of a settlement reached with the help of a provincial mediator. The new agreement covered 2,800 members of the United Electrical Workers (UE) Local 504, including 800 employees scheduled to transfer to the newly formed Canadian Appliance Manufacturing Company (Camco) at the end of June 1977. The one-year contract provided a general wage increase ranging from 33.6 to 46.3 cents per hour and included a new cost-of-living escalator provision. Female employees received additional wage increases resulting from a gradual integration of previously separate wage classification schedules. Almost identical agreements were subsequently ratified by UE members at the Wabco machinery plant in Stoney Creek and at a number of smaller Westinghouse plants, although the settlement at Westinghouse in London did not include a cost-of-living provision.

A one-year renewal agreement covering 935 members of the International Union of Electrical Workers (IUE) employed at GTE Automatic Electric plant in Brockville involved suspension of the previous cost-of-living clause, improved benefits and a consolidation of labour grades, with a general hourly wage increase of 26 cents and a 32-cent COLA fold-in. At the Inglis plant in Toronto, 760 members of the United Steelworkers accepted a three-year agreement which included general wage increases totalling 74 cents per hour, a COLA fold-in of 64 cents, an amended cost-of-living formula and a number of fringe benefit improvements.

Construction Settlements. Sixty per cent of the 80 major pattern-setting agreements in the Ontario construction industry which opened for renewal in the spring of 1977 were settled during April and May. Thirty-eight of the ratified contracts were reached through direct bargaining, four at the conciliation stage, and the remaining six in post-conciliation bargaining. The smoothness and speed with which most negotiations were concluded appears to be attributable to a combination of factors: the existence of federal wage guidelines, the one-year postponement of the proposed Ontario province-wide single-trade bargaining legislation, the current high unemployment rates amongst construction workers, and the traditional practice in the industry of making no provision for retroactive pay increases. The latter point, in combination with the others mentioned, explains the approval of several agreements covering terms of less than one year. Despite the delay in the introduction of the construction bargaining legislation, some trades made an initial attempt to negotiate on a province-wide basis although in general those groups without current province-wide agreements continued to bargain locally. Where settlements were concluded for a one-year duration, wage increases largely were in the 6-7 per cent range, with agreements scheduled to expire again on April 30, 1978. Some locals negotiated further improvements in welfare and pension funds, or changes in working conditions. In those cases where problems were encountered in negotiations, the reduced work week and travelling allowances emerged as major issues.

A total of six province-wide agreements were concluded in the industry during May. An agreement negotiated between the Structural Iron Workers and the Ontario Erectors Association, covering 5,000 workers, contained a package increase of 77 cents per hour over one year. Increases in the 65 to 85 cents per hour range were provided in the three other one-year agreements covering a combined total of almost 3,300 members of the Structural Iron Workers, Carpenters (Millwrights) and International Operating Engineers. The Plumbers signed a two-year province-wide agreement with the Pipeline Contractors Association of Canada, calling for wage increases of 8 per cent in the first year and 7 per cent in the second, plus benefits improvements. A three-year agreement between the Lathers Local 562 and the Interior Systems Contractors Association included yearly wage increases of 2, 4, and 10 per cent respectively and

a new pension plan was established. Earlier, in April, a renegotiated 23-month agreement between the Ontario Provincial Conference of Bricklayers and the Ontario Terrazzo, Tile and Marble Guild was ratified after the AIB rolled back the original settlement.

The majority of local single trade agreements concluded during April and May contained wage and benefit increases of around 6 per cent over a one-year term. However, an April settlement between the Plumbers and the Oshawa-Port Hope Mechanical Contractors Association provided a new escalator clause in a two-year agreement. Other notable departures from the general settlement pattern included the establishment of a new supplementary unemployment benefits (SUB) scheme in an agreement between the Plumbers and the Kitchener Mechanical Contractors Association, and a reduction of weekly hours of work in the Carpenters' contract with the Niagara Construction Association and the Niagara General Contractors' Association.

Electric Power Utilities Settlement. Agreement was reached in early May between Ontario Hydro and its 13,000 hourly-paid and salaried employees, represented by Local 1000 of the Canadian Union of Public Employees (CUPE). The bargaining with Ontario Hydro was conducted by the Union's Master Bargaining Committee, which dealt with issues of principle, major monetary items and any points left unresolved by the six sub-committees assigned to deal with specific items relating to particular groups of employees and with minor monetary and reclassification issues. The new agreement, replacing the previous two-year contract which expired March 31, 1977, provided a general wage increase of 8 per cent for most employees, and 6 per cent for the higher salaried classifications. Additional improvements included increased shift premiums and standby pay, an extra paid holiday, increased paid vacation entitlements, and amendments to health and welfare provisions. The Ontario Hydro settlement is expected to set the pattern for the company's agreements with other unions covering plant operators, tradesmen and construction workers, as well as for contracts of various municipal utilities commissions due for renewal during 1977.

Two one-year agreements concluded between the Toronto Hydro-Electric System and CUPE Local 1, covering 450 hourly-rated and 450 clerical and technical employees, also contained general wage increases of 8 per cent. The existing cost-of-living clause was continued with a reduced trigger point, some job positions were upgraded to a higher classification, and improvements were made in a number of fringe benefit provisions. Pending AIB approval of the settlement, the parties agreed to implement interim wage increases of 4.5 per cent.

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FOOD AND BEVERAGE

Silverwood Dairies, London Branch, Division of Silverwood Industries Limited - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1977 to December 31, 1978, covering 200 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages: Settlement pay of \$21 per week for each week worked between January 1, 1977 and May 29, 1977.

Effective	<u>May 30/77</u>	<u>Jan. 1/78</u>
General Increases	\$21*	\$14*
Additional Adjustments	\$10 per week for Garage and Maintenance Dept. empls.; some classification upgradings	
Packer	\$197.00 - \$205.00 (\$175.80 - \$179.95)	\$211.00 - \$219.00
Wholesale Services (Milk) Salesman	\$210 plus commission (\$189 plus commission)**	\$270.00
Auto Mechanic Class "A"	\$243.00 (\$212.00)	\$257.00

Maximum rates for Packer reached upon completion of 60-calendar day probationary period.

*Note: Increases are subject to approval by the Anti-Inflation Board.

**Wholesale Milk's commission system will be converted to a flat rate wage structure by October 31, 1977. New weekly rate for Wholesale Services (Milk) Salesman will be \$256.00.

Cost-of-Living Bonus (new): Effective on each of May 30, 1977, January 1, 1978 and July 1, 1978, employee receives cost-of-living bonus of \$150.

Night Shift Premium: Effective May 30, 1977, \$11 (\$9) per week.

Paid Vacation: Effective in 1977, 5 weeks after 24 (25) years' service. Effective in 1978, 5 weeks after 23 years.

Witness Pay (new): Effective May 30, 1977, employer makes up the difference between regular pay and witness pay.

Health and Welfare: Life Insurance - Effective June 1, 1977, \$5,000 (\$4,000) coverage, reducing to \$1,000 at retirement.

Weekly Indemnity Plan - Effective June 1, 1977, coverage is 66 2/3% of earnings, to the maximum allowed by the UIC (previously, \$113 per week). Benefits are payable for 52 (26) weeks.

Dental Plan (new): Effective January 1, 1978, employer pays 100% of cost of premiums for basic dental plan.

Meal Allowance: Effective May 30, 1977, \$2.50 (\$2.00).

Tool Allowance: Effective in 1977, \$75 (\$50) per year for Licensed Garage Mechanics, Plant Mechanics and General Maintenance Men. Effective in 1978, \$85 per year for same.

Christie, Brown & Company Ltd. at Toronto - Local 426, Bakery Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Holdback: Pending review by the Anti-Inflation Board, the increases shown below will be held in abeyance.

Wages:	Effective	May 1/77	May 1/78
	General Increases	50¢	45¢
	Service Helper (Sanitation Dept.)	\$6.25 (\$5.75)	\$6.70
	Baker	\$6.46 (\$5.96)	\$6.91

Paid Holidays: A full day on New Year's Eve (previously a half-day) for a total of 11 days.

Safety Shoe Allowance (new): Effective July 1, 1977, \$18 per year.

RUBBER AND PLASTICS PRODUCTS

Uniroyal Ltd. at Kitchener - Local 80, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 5, 1977 to May 4, 1980, covering 1,250 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	May 5/77	May 7/78	May 6/79
	General Increases	30¢	24¢	20¢
	Adjustments (Skilled Trades)	10¢	10¢	
	COLA Fold-in		21¢	
	Janitor	\$5.265 (\$4.965)	\$5.715	\$5.915
	Electrician	\$7.145 (\$6.745)	\$7.695	\$7.895

Cost of Living Allowance: A 21¢ allowance generated by the previous agreement will be incorporated into the wage structure May 7, 1978.

Effective August 21, 1977, 1¢ for each 0.3 points that the average Consumer Price Index (1971=100) for the months of May, June and July, 1977 exceeds the first year base - the average CPI for the months of March, April and May, 1977.

Similar adjustments will be made for each succeeding 3-month interval of the agreement with the eleventh and final adjustment scheduled for February 24, 1980. The base for the second year and third year adjustments will be the average CPI for the months of April, May and June 1978 and April, May and June 1979 respectively.

All COLA produced in any one year will be incorporated into the wage structure at the conclusion of the following year (see Dental Plan).

(The previous formula, 1¢ for each .45 point change in the CPI (1961=100) was calculated for five 3-month periods as above except that the base CPI was increased by $3\frac{1}{2}\%$ in each case.)

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Vacation Pay: Minimum of \$160 (\$125) per week for eligible employees unable to work during a portion of the preceding year because of sickness or injury.

Health and Welfare: Life Insurance and A.D. & D. - \$11,500 (\$9,500) maximum coverage for all active employees and for employees retiring on a Disability Allowance prior to age 65. For normal retirement, coverage is \$5,500 (\$4,500).

Weekly Indemnity - \$147 (\$125) maximum.

Optical Benefit - \$60 (\$40) per person in any 24-month period.

Dental Plan (new) - Effective June 1, 1977 a basic preventative dental plan, based on the Ontario Dental Association 1977 fee schedule, will be introduced with the employer paying for the full cost.

Effective September 1, 1977 coverage will be extended to include periodontal, endodontic, surgical and prosthetic services. This portion of the Plan is to be funded by diversion of 4¢ from the COLA adjustment anticipated for August 1977 with any shortfall in financing made up by the employer and alleviated by a further COLA diversion at the next adjustment period.

The Plan applies to active employees, their dependents and employees retiring on pension on or after May 5, 1977.

Pension Plan: Basic Benefit - \$10.25 (\$9.25) per month per year of service for retirements after May 4, 1977, \$11 for retirements after May 4, 1978 and \$11.75 for retirements after May 4, 1979.

Deferred Vested Pension - Follows the same time-schedule and amounts as Basic Benefit.

Supplementary Benefit (Type A) - \$9.50 (\$8) per month per year of service to a maximum of 25 years for retirements after May 4, 1977, \$9.25 for retirements after May 4, 1978 and \$9 for retirements after May 4, 1979.

Joint and Survivor Option (new) - Eligible employees may now elect this plan.

Eligibility for Pension - An employee is eligible for a pension at age 65, irrespective of his length of service. (Previously, an employee at age 65 with 5 but less than 10 years of service was entitled to a severance award of 3% of total earnings for the period of credited service.)

Transition Survivor Income Benefit - \$200 (\$175) maximum per month. Minimum after any offsetting reductions is \$150 (\$100) per month.

Bridge Survivor Income Benefit - \$200 (\$175) per month. Eligibility age of survivor at the time of employee's death has been lowered to 47 (50).

Supplemental
Unemployment
Benefit Plan:

Employer's Contribution - 2¢-12¢ (2¢-10¢) per hour per employee, depending on level of fund.

Paid Time
for Union
President:

Up to 8 hours per day to a maximum of 40 hours per week for time spent in the administration of the collective agreement (previously, 50% of hours spent, to a maximum of 20 hours per week).

3M Canada Limited, London Plant - Local 27, Auto Workers (CLC): A 36-month renewal agreement effective from May 1, 1977 to May 2, 1980, covering 340 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>May 1/77</u>	<u>May 1/78</u>	<u>May 1/79</u>
COLA		\$1.09		
Fold-in				
General Increases		35¢	25¢	25¢
Skilled Trades Adjustments		13¢	10¢	8¢
Group A (includes Tape Packer)	\$6.72-\$6.77 (\$5.28-\$5.33)		\$6.97-\$7.02	\$7.22-\$7.27
Group I (includes Journeyman Electrician)	\$7.99-\$8.19 (\$6.42-\$6.62)		\$8.34-\$8.54	\$8.67-\$8.87

Probationary period is 45 days worked. Maximum rates for Tape Packer and Electrician reached upon completion of probationary period.

Cost-of-Living
Allowance:

Effective May 1, 1977, \$1.09 of the money generated by the cost-of-living provision in the 1974-1977 agreement is folded into the wage rates, leaving a float of 5 cents. 1¢ per hour for each .34 (previously, .45) change in the Consumer Price Index, where 1971 (previously, 1961) equals 100. To be adjusted quarterly.

Shift Premium:

0 - 21¢ - 23¢ (0 - 18¢ - 21¢).

Paid Vacation:

4 weeks after 12 (13) years' service and 5 weeks after 20 (23) years.

Bereavement

Son-in-law and daughter-in-law are included in 1 day's paid leave

Health and Welfare: Weekly Indemnity Plan - Maximum benefit is UIC maximum plus \$10 (previously, UIC maximum only).

Long Term Disability Plan - Effective May 1, 1978, maximum benefit is \$500 (\$400) per month. Effective May 1, 1979, \$600 per month.

Dental Plan - Fee schedule is updated to 1977 (1976) Ontario Dental Association schedule.

Pension Plan: Basic Benefit - Depending upon job rate, \$8 to \$10 per month per year of future service. As previously, \$5 to \$7 per month per year of service between 1971 and 1977 and \$5 per month per year of pre-1971 service.

Special Minimum Monthly Pension - Depending upon job rate, \$19.00 to \$20.50 per month per year of service, to a maximum of 30 years' service. (Previously, \$15.50 to \$19.50 per month per year of service, to a maximum of 30 years' service.)

Education Fund (new): Employer contribution is 1¢ per hour.

LEATHER

A. R. Clarke & Company Limited at Toronto - Local 125L, Foodworkers (AFL-CIO/CLC):
A 24-month renewal agreement effective from February 1, 1977 to January 31, 1979, covering 315 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/77	Feb. 1/78
General Increases		30¢*	24¢
Helper, Gauging		\$4.78 (\$4.48)	\$5.02
Machinist		\$5.75 (\$5.45)	\$5.99

*Note: Increases are subject to approval by the Anti-Inflation Board.

Wage Re-opener: If the anti-inflation guidelines are revoked prior to January 1, 1978, and if no other governmental restrictions exist, the increase scheduled for February 1, 1978, will not be implemented and negotiations for wages, only, will be re-opened.

Shift Premium: Effective May 29, 1977, 0¢ - 16¢ - 21¢ (0¢ - 15¢ - 20¢).

Paid Vacations: Effective in 1977, 3 weeks after 5 (6) years.

Health and Welfare: Weekly Indemnity Plan - Effective May 29, 1977, \$134.50 - \$144.50 (\$119.50 - \$129.50) depending on salary, payable, as previously, on a 1 - 4 - 52 basis. Effective February 6, 1978, benefits increase to \$144.50 - \$154.50.

Safety Shoe Allowance: \$12 (\$8) per year in wet departments; per 18 months in dry departments.

Robson-Lang Leathers Limited at Barrie, Cobourg and Kitchener - Locals 178-LF, L-1 and P-485, Foodworkers (AFL-CIO/CLC): Three 14-month renewal agreements effective from January 1, 1977 to March 4, 1978, covering 30 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5½ months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	33¢
	Additional Adjustment	25¢ to Watchman (Barrie only)
	Labour (Cobourg)	\$4.83 (\$4.50)
	Machinist (Cobourg)	\$5.88 (\$5.55)

Health and Welfare: Weekly Indemnity Plan - Effective June 1, 1977, maximum benefit is \$147 per week or such amount as reflects the maximum amount permitted by the Unemployment Insurance Commission over the term of the agreement. (Previously, maximum benefit was \$100 per week.)

TEXTILE

Kingston Spinners Limited at Kingston - Local 1881, Clothing and Textile Workers (AFL-CIO/CLC): An 18-month renewal agreement effective from February 5, 1977 to August 5, 1978, covering 290 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 13/77</u>	<u>Apr. 2/78</u>	<u>June 4/78</u>
	Increase	45¢ average	10¢	5¢
	Maintenance Labour	\$4.02 (\$3.48)	\$4.12	\$4.17
	Textile Machine Operator:	\$4.10 - \$4.15 (previously incentive)	\$4.20 - \$4.25	\$4.25 - \$4.30
	4th Class Engineer	\$4.98 (\$4.44)	\$5.08	\$5.13

Settlement pay of \$25 per week for each week worked between February 5, 1977 and April 16, 1977, pro-rated for those who only worked a part week.

Cost-of-Living Allowance: 1¢ per hour per 1.0 increase in the Consumer Price Index (1961=100) after an 8% increase above the January 1977 base, to be adjusted monthly, to a maximum of 15¢. (1¢ per hour per 1.0 increase in the CPI, to a maximum of 15¢.)

Paid Holidays: One additional day is added for a total of 10 (9) days.

Safety Shoe Allowance: \$12 (\$8) per year.

Tool Allowance: \$3.00 (\$1.50) per week.

Millhaven Fibres Ltd., Millhaven Works at Ernestown - Local 9-670, Oil, Chemical and Atomic Workers (AFL-CIO/CLC): An 11-month renewal agreement effective from May 4, 1977 to March 31, 1978, covering 765 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 7/77</u>	<u>Jan. 7/78</u>
	General Increases	44¢	15¢
	Bobbin Recovery Operator	\$5.02 (\$4.58)	\$5.17
	Labourer	\$5.38 (\$4.94)	\$5.53
	Electrician	\$7.05 (\$6.61)	\$7.20
Holdback:	Pending Anti-Inflation Board approval an increase up to the AIB guidelines will be implemented.		
Hours of Work:	Effective January 23, 1977 for a trial period of 60 weeks, a 12-hour shift will be implemented for continuous operations. Weekly schedules will vary from 12 hours for 4 days in a week to 12 hours for 1 day in a week. Either party may terminate the trial on 30 days' notice.		
Shift Premium:	Effective January 7, 1977, 0-22¢-28¢ (0-20¢-28¢).		
Sunday Premium:	Effective January 7, 1977, 90¢ (75¢) per hour.		
Paid Vacation:	2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 15 years and 5 weeks after 25 years (all unchanged). Effective in the 1978 vacation year, 4 weeks after 10 years.		
Health and Welfare:	<u>Health Insurance Plan</u> - Effective January, 1977 employer contributes \$32 per month for a married employee and \$16 per month for a single employee (not specified in previous agreement).		
Bereavement Leave:	Up to 2 days' paid leave for employees on a 12-hour shift schedule (new).		
Environmental Health and Safety:	Employer will furnish protective equipment and other safety devices in accordance with applicable health and safety legislation and present practices (new).		
	A joint Environmental Health and Safety Committee will be established with functions, powers and terms of reference as outlined in the Employees' Health and Safety Act 1976.		
	A Health and Safety Representative as described in the Employees' Health and Safety Act 1976 will be established to function in accordance with the legislation and the terms of the Agreement (new).		
	The Company will provide all available information to the Union with regard to the full identity of all chemical and related substances and their threshold limit values. This identification will include, but not be restricted to, the		

chemical, drug, biological, pharmaceutical or generic name or names, relevant health and safety hazards and precautions, the maximum safe concentration of exposures, health and safety precautions to be taken, symptoms, medical remedies and antidotes (new).

The Committee will be provided all accident and occupational illness reports, any environmental health and safety studies and any Governmental reports relating to the Plant or industry for review, consideration and appropriate action (new).

CLOTHING

Associated Fur Industries of Toronto - Local 82, Fur, Leather, Shoe and Allied Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>
	General Increase	\$25 per week
	Lining Operator	\$208 (\$183)
	Cutter 1st Class	\$242 (\$217)

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto, Ottawa*, London and Hamilton, Ont. and Montreal, Qué. - Various Locals, Graphic Arts Union (AFL-CIO/CLC) (lithography employees and photoengravers): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 2,160 employees, settled with mediation assistance. Duration of negotiations - 9 months.

*While the agreement is applicable to the Ottawa area, there are currently no employers from that area.

Wages:	Effective	<u>Jan. 1/77</u>	<u>May 13/77</u>
	General Increase	63¢	
	Inequity Adjustments (Press Helpers, Pressmen, and Web Press Feeders working on specified presses)		\$.50-\$1.55
	Press Helper	\$5.31-\$6.13 (\$4.68-\$5.50)	
	Journeyman Pressman (78" Lithotronic, 5-colour press)	\$11.60 (\$10.97)	

Health and Welfare: Employer Contribution - \$24.33 (\$21.30) per month for single employees and \$35.53 (\$32.50) for employees with dependents.

Pension Plan: Employer Contribution - \$8.50 (\$7.50) per employee per week.

Supplemental Unemployment Benefit Plan: Employer Contribution - \$3 (\$2.50) per employee per week.

Maximum Funding - \$100 (\$85) times the number of participating employees.

Earned Benefits (in excess of U.I.C.) - Effective May 1, 1977, 75% of regular wages per week or \$107.50 (\$80) per week up to a maximum of 51 weeks' credits.

Crown Witness Pay: Employer makes up difference between witness fees and regular pay.

Bereavement Leave: 3 days (1 day) of paid leave in the event of death of a brother, sister, or grandparent.

PRIMARY METAL

Union Carbide Canada Ltd. (Carbon Products, Metals) at Welland - Local 523, Electrical Workers (UE) (CLC) (hourly-rated employees): A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 500 employees, settled at the mediation stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/77</u>
	General Increase	5%
	Adjustments (various classifications)	.25%
	Yard Labourer	\$6.42 (\$6.11)
	Tradesman A (includes Electrician)	\$8.17 (\$7.78)

Bereavement Leave: 3 (1) days' paid leave for grandparent and grandchild.

Health and Welfare: Dental Plan (new) - The Plan pays for 80% of eligible expenses for routine dental treatment and 50% of eligible expenses for major restorative treatment, subject to an annual deductible of \$25 for an individual and maximum \$50 for a family. Maximum pay-out per person is \$500 per year or \$5,000 over a lifetime. Monthly premiums are paid in full by the employer.

Pension Plan: General - Average Straight Time Monthly Earnings (STME) used in calculating benefits will be based on the highest 3 (5) of the last 10 years of service.

Monthly Benefit (Regular Formula) - 1.2% of employee's average STME for each year of credited service prior to January 1, 1966 and 0.9% of average STME for each year of credited service after December 31, 1965, up to the average of the maximum pensionable earnings of the Canada Pension Plan for the year in which retirement commences and the 2 preceding years, plus 1.2% of average STME in excess of the average maximum pensionable earnings (all unchanged), plus \$12 per month (new).

Monthly Benefit (Alternate Formula) (new) - 0.9% of average STME for each year of credited service to retirement, up to the average of the maximum pensionable earnings of the CPP for the year in which retirement commences and the 2 preceding years, plus 1.5% of average STME in excess of the average maximum pensionable earnings.

Monthly Benefit (Minimum Formula) - \$5 (\$4) per month for the first 10 years of credited service, \$6.50 (\$5) per month for the 11th through the 20th years, \$8 (\$6) per month for each year in excess of 20 years, plus 7½% of employee's average STME (unchanged), plus \$12 per month (new).

Changes in the three formulae above apply only to those employees retiring during the next 5 years.

Early Retirement - Benefits will not be actuarially reduced for employees retiring as early as age 55, provided the total of age and years of service is equal to 85 or more. (Previously, age 55 with 35 or more years of service or age 60 with 30 years of service.) Full pension continues to be available as early as age 62 with 10 or more years of service.

Retirement At Age 65 - There is no longer any service requirement for retirement with a pension at age 65.

Separation Prior To Retirement - Age requirement for a future benefit has been eliminated (previously, age 40). Employees with 10 or more years of credited service will have a vested right to a pension even though employment separation occurred prior to retirement.

Holmes Foundry Limited at Sarnia - Local 456, Auto Workers (CLC): A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 406 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	May 29/77
	General Increase	3%
	Core Assembler	\$5.43 - \$5.63 (\$5.27 - \$5.47)
	Millwright Journeyman	\$6.99 - \$7.19 (\$6.78 - \$6.98)

Probationary period is 60 days worked. Maximum rates reached at end of probationary period.

Cost-of-Living Allowance: Effective April 17, 1977, cost of living float is 63¢. 1¢ per hour per .35 increase in the Consumer Price Index (1971=100), commencing with the averages for April, May and June 1977. To be adjusted quarterly. (1¢ per hour per 0.5 change in the CPI (1961=100).)

METAL FABRICATING

Royal Canadian Mint at Hull, Qué., Ottawa, Ont. and Winnipeg, Man. - Public Service Alliance of Canada (CLC) (production and office employees): A 16-month renewal agreement effective from

May 27, 1977 to September 30, 1978, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
	General Increases	6%	4%
	<u>Hourly Rates</u>		
	Messenger	\$3.75 (\$3.54)	\$3.90
	Electrician	\$8.25 (\$7.78)	\$8.58
	<u>Annual Rates</u>		
	Order Process Clerk	\$9,113-\$9,944 (\$8,597-\$9,381)	\$9,478-\$10,342
	Draftsman	\$14,244-\$15,833 (\$13,438-\$14,937)	\$14,814-\$16,466
Shift Premium:	0-22¢-25¢ (0-19¢-21¢).		
Paid Vacation:	4 weeks after 12 (15) years and 6 weeks (new) after 30 years. Also 2 weeks after 1 year, 3 weeks after 3 years and 5 weeks after 26 years (unchanged).		
Acting Pay:	Applies after 2 (5) days and effective January 1, 1978 after 1 day.		
Severance Pay:	31 (28) weeks' severance pay on retirement.		
Meal Allowance:	\$3.50 (\$2.75).		

International Hardware Company of Canada Limited at Belleville - Local 428, Molders (AFL-CIO/CLC): A 12-month renewal agreement effective from June 2, 1977 to June 1, 1978, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 2/77</u>
	Increases	15¢ for non-incentive workers; 9¢ for incentive workers
	Job Group 16 (includes Labourer)	\$4.17 - \$4.34 (\$4.02 - \$4.19)
	Job Group 24 (includes Tool and Die Maker)	\$5.24 - \$5.41 (\$5.09 - \$5.26)
	Maximum rates reached after probationary period of 40 working days.	
Cost-of-Living Allowance:	1¢ per hour per 0.5 change in the Consumer Price Index (1961=100), to be adjusted quarterly (same formula).	

Safety Shoe Allowance: Employer pays \$20 (\$12) towards the cost of up to 2 pairs per year.

Safety Glasses: Where deemed necessary by Safety Committee, employer pays 100% of cost of frames and lenses for non-prescription glasses. In addition, where necessary, employer pays 50% of cost of up to one pair of safety prescription glasses every 24 months and 100% of cost of replacement of lenses damaged on the job (new).

MACHINERY

WABCO Ltd., Stoney Creek Plant - Local 558, Electrical Workers (UE)(CLC)(hourly-
ed employees): A 12-month renewal agreement effective from Apr 23, 1977 to April 22, 1978, covering 256 employees, settled at conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 23/77</u>
	Increase	33.6¢ - 46.3¢
	Inequity Adjustment	1.3¢ - 10.4¢ due to integration of wage schedules
	Labour Grade 2	\$5.705 - \$5.814 (\$5.369 - \$5.472)
	Labour Grade 12 (includes Maintenance Electrician)	\$6.987 - \$7.376 (\$6.576 - \$6.942)
	Labour Grade 14 (includes Gaugemaker)	\$7.376 - \$7.870 (\$6.942 - \$7.407)

Probationary period is 60 worked days. Maximum rates for Labour Grade 2 reached after 3 months worked in the classification. Maximum rates for Maintenance Electrician and Gaugemaker reached after 6 months worked in the classification.

Cost-of-Living Allowance (new): If the Consumer Price Index (1971=100) rises 7.25 per cent above the March 1977 Index, the employee receives a 5-cent COLA allowance. If the CPI rises 7.75 per cent, the employee receives a further 2.5-cent allowance. If the CPI rises 8.25 per cent, the employee receives a further 2.5-cent allowance.

Paid Holidays: If proclaimed as a statutory holiday by the Government of Canada Heritage Day will be added for a total of 12 (11) days.

Safety Shoe Allowance: \$25 (\$10) once per calendar year.

TRANSPORTATION EQUIPMENT

Gould Manufacturing of Canada Limited, Mechanical Products Division at St. Thomas
Local 1975, Machinists (AFL-CIO/CLC): A 12-month renewal agreement effective from May 19, 1977 to May 18, 1978, covering 350 employees settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 19/77</u>
	General Increase	32¢
	Additional Adjustments	20¢ for journeyman and skilled trades*
	Labour Grade 16 (includes Assembler)	\$4.06 - \$4.16 (\$3.74 - \$3.84)
	Labour Grade 2 (includes Toolmaker A)	\$6.07 - \$6.27 (\$5.55 - \$5.75)
	Probationary period is 60 days worked. Maximum rates reached after 6 months for Labour Grade 16, and after 12 months for Labour Grade 2.	
Cost-of-Living Allowance:*	1¢ per hour per 0.45 increase in the Consumer Price Index (1971=100) after a 6% increase above the April 1977 base. (1¢ per hour per 0.6 increase in the CPI, to a maximum of 18¢.)	
Paid Vacations:	4 weeks' vacation pay at 9% (8%) after 25 years.	
Bereavement Leave:	One day's paid leave granted upon death of employee's or spouse's grandparents.	
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Benefits range from \$6,000 to \$9,000 (\$5,000 to \$8,000), depending on wage classification.	
	<u>Weekly Indemnity Plan</u> - Benefits range from \$80 to \$115 (\$70 to \$105), depending on wage classification. Payable on a 1-1-8-26 (1-8-26) basis.	
	Safety Shoe Allowance:	\$20 (\$8) per year.

* Note: Subject to Anti-Inflation Board approval.

TRW Canada Ltd. (Thompson Products Division) at St. Catharines - Thompson Products Employees Association (Ind.): A 36-month renewal agreement effective from May 1, 1977 to April 30, 1980, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:

Effective	<u>May 1/77</u>	<u>May 1/78</u>	<u>May 1/79</u>
COLA Fold-in	\$1.17		
General Increases	35¢*	25¢	20¢
Adjustments (Skilled Trades)	10¢	10¢	10¢
General Labour - Sweeper	\$6.515-\$6.715 (\$4.995-\$5.195)	\$6.765-\$6.965	\$6.965-\$7.165
Master Maker	\$8.311-\$8.511 (\$6.691-\$6.891)	\$8.661-\$8.861	\$8.961-\$9.161

Cost of Living Allowance: *The 35¢ general increase scheduled for May 1, 1977 includes 10¢ COLA for the months of March and April 1977. Of the \$1.22 COLA being paid at the conclusion of the previous agreement, \$1.17 will be incorporated into the wage structure and the remaining 5¢ will continue as a float.

New formula: 1¢ per 0.3 change in the Consumer Price Index (1971=100) adjusted quarterly (previously, 1¢ per 0.4 change (1961=100)).

Shift Premium: 0-25¢-35¢ (0-24¢-31¢).

Paid Holidays: Effective in the second year of the agreement, 2 additional holidays - a Bonus Day to be selected by mutual consent and Heritage Day in February, 1979 - for a total of 16 days.

Effective in the third year, 2 additional Bonus Days will be added for a total of 18 days.

Vacation Pay: Each employee will have 8 hours' pay added to his annual vacation pay entitlement (new).

Health and Welfare: Weekly Indemnity - Effective May 1, 1977, \$180 (\$165) maximum; effective May 1, 1978, \$190 maximum; and effective May 1, 1979, \$200 maximum.

Dental Plan (new) - Employer pays the full cost of a no-deductible, basic preventative plan.

Vision Care (new) - Employer pays the full cost for coverage of up to \$40 every 24 months for employees and dependents.

Pension Plan: Basic Benefit - For retirements on or after May 1, 1977, \$12 (\$11) per month per year of service. Benefits for employees who retired before April 1, 1974 will be increased by 15% and, for those who retired on or after April 1, 1974, by 6%.

Supplementary Benefit - For retirement on or after May 1, 1977, \$10.50 (\$7.50) per month per year of service.

Early Retirement - Full unreduced pension at age 55 (58) with 30 years' service.

An optional plan will permit employees with less than 30 years' service and at least 55 years of age, or employees with 30 years' service but less than 55 years of age to retire with an actuarially reduced pension benefit (new).

Supplementary Unemployment Benefit Plan: Employer Contribution - 7½¢-10½¢ (5¢-8¢) per hour per employee, depending on level of fund.

ELECTRICAL PRODUCTS

Inglis Ltd. at Toronto - Local 2900, Steelworkers (AFL-CIO/CLC) (production empls.): A 36-month renewal agreement effective from April 1, 1977 to March 31, 1980, covering 760 employees, settled at the mediation stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/77</u>	<u>Apr. 2/78</u>	<u>Apr. 1/79</u>
	General Increases	35¢	29¢	10¢
	Assembler (Job Class 5)	\$5.60 (\$5.25)	\$5.89	\$5.99
	Toolmaker	\$6.95 (\$6.60)	\$7.24	\$7.34

Cost of Living Allowance: Effective April 1, 1977, 64¢ COLA generated under the previous agreement will be paid for all regular hours worked.

New formula: 1¢ per .35 increase in the Consumer Price Index (1971=100) above a 6% increase in the Index during the first year of the agreement or above a 4% rise during the second year, calculated quarterly.

(Previous formula: 1¢ per .45 change in the CPI (1961=100), calculated quarterly throughout the last 2 years of the agreement.)

Shift Premium: Effective May 1, 1977, 0-21¢-21¢ (0-18¢-18¢); effective April 2, 1978, 0-22¢-22¢; and effective April 1, 1979, 0-23¢-23¢.

Paid Holidays: Commencing in 1978, a floating holiday will be added for a total of 12 days.

Health and Welfare: Life Insurance and A.D. & D. - \$8,500 (\$6,500) maximum coverage.

Dental Plan (new) - Effective July 1, 1979, a basic preventative plan with coverage for active employees and their dependents based on the 1977 Ontario Dental Association fee schedule. Employer pays premium.

Pension Plan: Basic Benefit - Effective April 1, 1977, \$6.50 (\$6) per month per year of service to a maximum of 30 years; effective April 1, 1978, \$7; and effective April 1, 1979, \$7.50.

Mileage Allowance: 17¢ (15¢) per mile on company business and on call-ins between home and plant.

Safety Shoe Allowance: \$10 (\$7) per year.

Prescription Safety Glasses Allowance: \$15 every 2 years.

GTE Automatic Electric (Canada) Ltd. at Brockville - Local 526, Electrical Workers (IUE) (AFL-CIO/CLC): A 12-month renewal agreement effective from May 12, 1977 to May 11, 1978, covering 935 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 12/77</u>
	COLA Fold-in	32¢
	General Increase	26¢

May 12/77

Assembler	\$5.55-\$5.73 (\$4.94-\$5.11)
SWBD Cab. Assembler	\$5.79-\$6.08 (\$5.15-\$5.48)
Tool and Die Maker	\$6.66-\$7.33 (\$6.08-\$6.75)
Maintenance Machinist	\$6.97-\$7.73 (\$6.35-\$7.11)

NOTE: The previous 132 individual labour rates have now been consolidated into 128 Labour Grades at an average cost of 3.2¢ per hour. The new wage rates shown above reflect these adjustments, along with the COLA fold-in and the general increase.

Cost of Living Allowance:	Provision suspended for life of agreement. (Previous formula: 1¢ for each 0.45 change in the Consumer Price Index (1961 equals 100), adjusted quarterly.)
Paid Vacation:	2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 13 years (all unchanged) and 5 weeks after 23 (25) years.
Health and Welfare:	<u>OHIP</u> - Employer's subsidy is increased to the full amount of current premium of \$16 per month for single employees and \$32 per month for employees with dependents (previously, maximum \$12.50 per month single and \$25 with dependents). <u>Blue Cross Supplementary Health</u> - Employer's subsidy increased to the full amount of current premium (previously, maximum contributions of \$1.90 single, \$5.10 family for Extended Health Care Plan and \$1 and \$2 respectively for Semi-Private Hospital Insurance). <u>Long-Term Disability</u> - Psycho-neurotic disorders are now included among disabilities not covered under the plan. <u>Dental Plan</u> - Employer pays premiums for the 1977 (1976) Ontario Dental Association Schedule of Fees.
Safety Footwear and Safety Glasses:	Subsidy increased to \$15 (\$12) per pair.
Overtime Meal Allowance:	\$1.50 (\$1.25) per meal.

Ferranti-Packard Limited at Toronto - Local 525, Electrical Workers (UE)(CLC):

A 12-month renewal agreement effective from April 18, 1977 to April 17, 1978, covering 225 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 18/77</u>
	General Increase	8.8%
	Additional Adjustments	10¢ for Group 10 and above
	Group 2 (includes Machine Operator Machine Shop)	\$5.64 (\$5.20)
	Group 16 (includes Tool & Diemaker A)	\$7.27 (\$6.59)
Cost-of-Living Provision:	Suspended.	
Paid Vacations:	6 weeks (new) after 35 years.	
Pension Plan:	\$7 (\$6) per month per year of service prior to October 1, 1968.	
Safety Shoe Allowance:	Employer pays 75% (50%) of the cost of one pair of safety shoes every 6 months.	
Safety Glasses:	Employer pays 100% (new) of cost of one pair of safety glasses every 24 months.	

McGraw-Edison of Canada, Limited, Power Systems Division at Scarborough - Local 7134, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 15, 1977 to May 14, 1978, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>May 15/77</u>
	General Increase	7.2%
	Light Assembly	\$4.21 - \$4.80 (\$3.92 - \$4.48)
	Tool & Die Maker Gr. III	\$6.23 - \$7.02 (\$5.81 - \$6.56)
	Probationary period is 3 months. Maximum rates reached after three 1-month increases, one 4-month increase and one 3-month increase.	
Shift Premium:	0 - 22¢ - 22¢ (0 - 20¢ - 20¢).	
Paid Holidays:	If proclaimed as a holiday by the Federal Government, Heritage Day will be added for a total of 12 (11) days.	

Westinghouse Canada Ltd. at Hamilton - Local 504, Electrical Workers (UE) (CLC) (production empls.): A 12-month renewal agreement effective from April 23, 1977 to April 22, 1978, covering 2,800 employees*, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

*800 employees will be transferred to Camco Ltd. in June 1977 when that Company takes over part of one of the three Hamilton plants.

Wages:	Effective	<u>Apr. 23/77</u>
	Increases	33.6¢-46.3¢
	Janitor-Schedule 1 (Labour Grade 1)	\$5.705 (\$5.369)
	Tool & Die Maker (Labour Grade 14)	\$7.376-\$7.870 (\$6.942-\$7.407)

Re-classification: Commencing with this agreement, Wage Schedule 2 will gradually be eliminated through integration with the higher rate structure of Schedule 1.

Cost of Living Allowance (new): 5¢ per hour if the Consumer Price Index rises to 168.4, an additional 2.5¢ if the Index rises to 169.2 and a further 2.5¢ if the Index reaches 170.

Paid Holidays: Heritage Day, if proclaimed by the Government, will be added for a total of 12 days.

Safety Shoe Allowance: \$25 (\$10) per year.

NOTE: The COLA and Paid Holidays provisions are subject to the approval of the overall agreement by the Anti-Inflation Board.

Westinghouse Canada Limited at London - Local 546, Electrical Workers (UE) (CLC):
A 12-month renewal agreement effective from April 5, 1977 to April 4, 1978, covering 300 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 5/77</u>
	Increase	8.2% - 9.1% for Schedule "B" classifications; 8.25% for Schedule "A" classifications
	Schedule "B" - Labour Grade 1 (includes Assembler)	\$5.299 (\$4.857)
	Schedule "A" - Labour Grade 3 (includes Material Handler)	\$5.591 (\$5.165)
	Schedule "A" - Labour Grade 12 (includes Maintenance Electrician)	\$7.020 (\$6.485)

Paid Holidays: Heritage Day is added, if proclaimed by the Federal Government, for a total of 13 (12) days.

Safety Shoe Allowance: \$25 (\$10) per year.

Reed Ltd., Forestry and Wood Products Group, Dryden Division - Local 2693, Carpenters (AFL-CIO/CLC) (woods operations): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 225 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6½ months.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
	COLA	64¢	
	Fold-in		
	Increases	58¢ for non-incentive workers; 6% for incentive workers	50¢ for non-incentive workers; 5% for incentive workers
	Additional Adjustment	25¢ for Operator Crane, with Certificate	
	<u>Non-Incentive Rates</u>		
	Labourer, General	\$7.13 (\$5.91)	\$7.63
	Operator Crane, with Certificate	\$8.44 (\$6.97)	\$8.94
Wage Protection Factor:	If the 6% protection factor in the second year of the agreement is revised upwards, the employer will implement the upward adjustment (new).		
Cost-of-Living Provision:	For incentive workers the COLA float from the previous agreement continues as a supplement. It will be increased by 5¢ effective October 1, 1976, and by a further 4¢ effective October 1, 1977.		
	The COLA provision in the new contract is discontinued.		
Shift Premiums:	Effective May 5, 1977, 24¢ (22¢) per hour on the second shift of a two-shift operation and on the night shift. 0¢ - 24¢ - 27¢ (0¢ - 22¢ - 25¢) on the three-shift operation.		
Training Premium:	30¢ (20¢) per hour. Pieceworkers are paid at the Feller, Bucker rate plus 30¢ (20¢) per hour.		
Holiday Pay:	An employee eligible for holiday pay but obliged to cease work due to a layoff during the 21 (14)-day period prior to the holiday receives holiday pay for the holiday falling within such 21 (14)-day period.		
	If an employee eligible for holiday pay is recalled and works any time during the 14 (7)-calendar day period immediately following the holiday, he receives holiday pay for the preceding holiday.		
Bereavement Leave:	Sister-in-law and brother-in-law are included in up to 3 days' paid leave.		
Health and Welfare:	<u>OHIP, Semi-Private Hospitalization and Drug Plan</u> - Effective May 5, 1977, employer contribution is \$17.84 (\$12.84) per single employee and \$36.13 (\$26.13) per married employee. This contribution continues on behalf of employees off work due to a Workmen's Compensation claim or a short-term disability claim for up to 6 months (new).		

Dental Plan - Effective January 1, 1978, payments are based on the 1976 (previously, 1974) fee schedule.

Safety Pants and Boots Allowance: Safety pants and safety boots will be sold by the employer at \$4 (\$3) below invoice price.

Mileage Allowance: 18¢ (16¢) per mile.

Power Saw Allowance: Effective October 1, 1976, \$6.10 (\$5.50) per day when felling or bucking and \$7.10 (\$6.50) per day when bucking at a landing on a skidding operation. Effective October 1, 1977, \$6.45 and \$7.45, respectively.

Fire and Theft Insurance: Maximum of \$1,000 (\$800) coverage for personal belongings and employee-owned power saws.

MINES

Domtar Chemicals Limited, Sifto Salt Division, Goderich Mine at Goderich - Local 16, Canadian Chemical Workers (Ind.): A 10½-month renewal agreement effective from May 12, 1977 to March 31, 1978, covering 218 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/77</u>	<u>Oct. 1/77</u>
	General Increases	65¢*	7¢
	Additional Adjustments	10¢ for skilled trades	5¢ for skilled trades
	Labour	\$7.09 (\$6.44)	\$7.16
	Group I - Maintenance Dept.	\$8.00 (\$7.25)	\$8.12

*Note: Increases are subject to approval by the Anti-Inflation Board.

Sunday Premium: Time and one-half for regular hours worked. (Previously, 30¢ per hour.)

Safety Shoe Allowance: \$10 (\$7) per year.

Meal Allowance: \$3 (\$1.50).

ELECTRIC POWER, GAS AND WATER UTILITIES

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 13,000 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Apr. 1/77
Increases:		
Hourly	8%	
Weekly Salaried	6%-8% (6% applies to higher classifications)	
Helicopter Pilots	6%	
Summer Students	5%	
Additional Adjustment	15¢ per hour for Chemical Operator	
Labourer Gr. 1	\$6.74 (\$6.24)	
Lineman & Electrician	\$9.39 (\$8.69)	
Salary Gr. 55 (includes clerk, stenographer and keypunch operator)	\$236.88-\$252.00 per week (\$220.30-\$234.36)	
Cost of Living Allowance:	Inoperative. No COLA was generated under the previous provision.	
Shift Premium:	0-27¢-32¢ (0-22¢-27¢).	
Paid Holidays:	1 floating holiday is added for a total of 12 (11) days.	
Paid Vacation:	4 weeks after 10 (12) years and 6 weeks (new) after 30 years. Also 2 weeks after 1 year, 3 weeks after 3 years and 5 weeks after 20 years (unchanged).	
Standby Pay:	40¢ (38¢) per hour.	
Health and Welfare:	<u>Prescription Eyeglasses (new)</u> - Up to \$60 coverage per year per person for employee and dependents.	
	<u>Hearing Aids (new)</u> - Up to \$300 allowance per person for employee and dependents, once in a lifetime.	
	<u>Dental Plan</u> - Orthodontic, periodontal and endodontic coverage has been added to the basic plan. Coverage will be based on the Ontario Dental Association 1977 (1975) fee schedule.	
Tool Allowance:	Up to \$50 (\$25) reimbursement for tools damaged or worn out on the job.	
Transportation and Moving Expenses:	For employees moved at management's request:	
	Disturbance Allowance	\$500 (\$350)
	Maximum Legal Fees	\$750 (\$450)
	Real Estate Brokerage Fees	\$3,000 (\$2,000)
	Maximum Allowance for Breaking a Lease	\$400 (\$350)

Board and Lod- \$9 (\$4.60) per day.
ging Allowance:

Bereavement Death of a grandchild now included in provision for
Leave: 3 days' paid leave.

Safety Boots: Employer pays 50% of cost, to a maximum of \$30 (\$20)
for each of 2 pairs per year.

Toronto Electric Commissioners (Toronto Hydro Electric System) - Local 1,
Canadian Union of Public Employees (CLC) (450 hourly-rated
empls. and 450 clerical and technical empl.s.): Two 12-month
renewal agreements effective from February 1, 1977 to
January 31, 1978, covering a total of 900 employees, settled
at the bargaining stage. Duration of negotiations - 7 months.

Holdback: Pending approval by the Anti-Inflation Board of the 8%
general wage increase reflected in the rates shown below,
a 4½% increase will be implemented.

Wages:	Effective	<u>Feb. 1/77</u>
	General Increase	8%
	Labourer	\$6.97-\$7.14 (\$6.45-\$6.61)
	Journeyman "A"	\$9.39 (\$8.69)

Weekly Rates

Clerk Grade 1	\$168.20-\$246.40
(35-hour week)	(\$155.75-\$228.15)
Meter Reader	\$289.55-\$312.05
(40-hour week)	(\$268.10-\$288.95)
Technical Assistant	\$379.80-\$436.80
Grade 4	(\$351.65-\$404.45)
(35-hour week)	

Cost of Living Allowance: An adjustment of 1½% if the Consumer Price Index (1961=100)
increases by 9½% over the Index published in February 1977
and an additional 3% adjustment for each full 3% change over the
base, calculated monthly. (Previous provision had a trigger
point of 10% and, therefore, did not generate an allowance.)

Reclassifi- A number of positions in both agreements will be upgraded
cation/
Upgrading: to a higher classification.

Shift Premium: Hourly-Rated Employees - A two-step (one-step) wage differential
for shift work on weekends. A one-step wage differential
for shift work on weekdays continues to apply.

Salaried Employees - 0-20¢-24¢ (0-14¢-18¢); 24¢ (18¢) for all
hours worked between midnight Friday and midnight Sunday.

Standby Pay on Weekends: \$30 (\$19) for a 2-day period and \$45 (\$28.50) for a 3-day period.

Paid Holidays: Heritage Day, if proclaimed as a statutory holiday by the Government, will be added for a total of 12 days.

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 4 years, (both unchanged), 4 weeks after 12 (14) years, 5 weeks after 23 (25) years and 6 weeks after 28 (30) years.

Health and Welfare: Dental Plan (new) - Effective June 15, 1977 with coverage based on the 1977 Ontario Dental Association fee schedule. The employer pays the full cost of the Plan.

Pension Plan: Should legislation require additional employee contributions of 1½% into the Ontario Municipal Employee Retirement Services (OMERS) Plan to provide a final average earnings basic plan, the Company will divert the 1½% they have been funding for this purpose into a general increase of 1½% effective January 1, 1978.

Effective January 1, 1978, all employees will be able to purchase (at a rate yet to be determined) Optional Service in accordance with legislation.

Meal Allowance: \$4 (\$3).

Travel Allowance: 21¢ (16¢) per mile plus up to \$125 (\$100) to compensate for the added cost of business insurance coverage.

Tool Allowance: \$45 (\$35) per year. All tools required by metric conversion will be supplied by the employer (new).

Clothing Provision: Parkas have been added to the list of apparel supplied by the employer.

RETAIL TRADE

Steinberg's Limited (Miracle Mart Division) in eastern Ontario and Hull, Quebec - Local 486, Retail Clerks (AFL-CIO/CLC): A 24-month renewal agreement effective from January 3, 1977 to January 2, 1979, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 3/77</u>	<u>Jan. 2/78</u>
Increases	Senior Clerks: 40¢ if at top rate and 35¢ if on scale. Regular Clerks: 35¢ if at top rate and 30¢ if on scale. Part-time Clerks: 35¢ if at top rate and 26¢ if on scale.	Senior Clerks: 35¢ if at top rate and 30¢ if on scale. Regular Clerks: 30¢ if at top rate and 25¢ if on scale. Part-time Clerks: 25¢ if at top rate and 23¢ if on scale.	

Full-Time Rates

Clerk	\$131 - \$177	\$141 - \$189
0 - 36 months	(\$119 - \$163)	

Jan. 3/77

Jan. 2/78

Senior Clerk	\$185 - \$204	\$197 - \$218
0 - 18 months	(\$171 - \$188)	

Probationary period is 22 worked days. Increments are semi-annual.

Paid Vacation: 5 weeks after 18 (20) years' service.

EDUCATION AND RELATED SERVICES

Durham Board of Education - Local 218, Canadian Union of Public Employees (CLC)
(caretaking and maintenance empls., cafeteria staff and bus drivers): A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 366 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/77</u>
	General Increase	34¢
	Cafeteria Assistant	\$4.38 (\$4.04)
	Plumber	\$7.88 (\$7.54)

Call-Back Pay: Double time (time and one-half) for work performed on Sunday or holidays.

Paid Vacations: 4 weeks after 12 (14) years.

Health and Welfare: Dental Plan - Employer contributes 75% (50%) towards cost of basic dental plan.

Mileage Allowance: 19.625¢ (17¢) per mile for employees using their own cars.
 22.625¢ (20¢) per mile for employees transporting board equipment.

Safety Shoe Allowance: For maintenance employees employer contributes up to \$15 per pair towards the cost of 1 pair of safety shoes.

Durham Region Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and L'Association des Enseignants Franco-Ontariens (OEF): A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 410 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	10%
	Teacher - Level 1	\$9,177 - \$13,279
	0 - 6 years	(\$8,343 - \$12,072)
	Teacher - Level A4	\$13,819 - \$24,833
	0 - 13 years	(\$12,563 - \$22,575)

Lambton County Board of Education - Local 1019, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from March 1, 1977 to February 28, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/77</u>
	Increase	29¢ - 37¢
	Cleaner	\$4.51 (\$4.22)
	Custodian	\$5.71 (\$5.34)

Norfolk Board of Education - District #47, Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 248 employees, settled at the arbitration stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increase	8.9% - 10.4%
	Teacher Category 1 0 - 10 years	\$11,610 - \$19,360 (\$10,660 - \$17,540)
	Teacher Category 4 0 - 10 years	\$13,910 - \$24,400 (\$12,600 - \$22,100)

Previous rates reflect the roll-back by the Anti-Inflation Board of the salary grid negotiated for the 1975-1976 agreement.

Ottawa Board of Education - Ontario Secondary School Teachers' Federation and L'Association des Enseignants Franco-Ontariens (OTF): A 24-month renewal agreement effective from September 1, 1976 to August 31, 1978, covering 1,650 employees, settled at the bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/76</u>
	COLA Fold-in	7%
	<u>Annual Rates</u>	
	Teacher - Category A1 0-10 years	\$12,626-\$20,747 (\$11,800-\$19,390)
	Teacher - Category A4 0-10 years	\$14,734-\$25,455 (\$13,770-\$23,790)
	Consultant 0-5 years	\$24,107-\$28,066 (\$22,530-\$26,230)
	Principal 0-3 years	\$33,020-\$36,797 (\$30,860-\$34,390)

Salaries and Responsibility Allowances: Increases to be applied to salaries and responsibility allowances in the form of COLA fold-in on August 31, 1977 and August 31, 1978 will be determined by an Arbitration Board.

Cost of Living Allowance: The parties are in agreement as to the formula to be used, but the impact of the clause depends on the arbitrated level of fold-ins for 1977 and 1978.

Basic earnings in accordance with the applicable grids and allowances will be adjusted monthly by a factor equal to the Consumer Price Index for Ottawa (1971=100) effective for the month over the index for the base month minus 1, paid quarterly, commencing in December, 1976. If the index for a month is lower than the index for the applicable base period, there will be no COLA payment for that month. July will be the base month in each year of the agreement.

(Formula is unchanged from previous agreement. Salaries and responsibility allowances on August 30, 1976 were increased by a percentage equal to the percentage increase in the CPI for Ottawa (1961 = 100) for the period August 1975 to August 1976.)

Additional Annual Allowances:	Co-ordinator	\$4,387 (new)*
	Consultant	\$3,296 (\$3,080)*
	Heads	
	A	\$2,750 (\$2,570)
	B	\$2,333 (\$2,180)
	C	\$1,926 (\$1,800)
	Assistant	\$1,241 (\$1,160)

*Applies when employee is paid according to Teacher Category as opposed to placement on the special salary scale.

Staffing: The parties agreed on a formula to determine the allocation of minimum total teaching staff for each school for the term of the agreement and the school year 1978-1979 (new).

Early Retirement (new):	Number of Payments Equal to 15% of scheduled salary, responsibility and Post-Graduate degree allowances at the June 30th level of the last school year of active employment
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<u>Age</u>	
64	1
63	2
62	3

The number of early retirements which will be granted will be limited by the net redundancy requirements.

Termination Pay (new): For teachers under permanent contract who are declared surplus:

1/30 of annual salary for each year of service with the Board for teachers with less than 10 years' service

1/3 of annual salary for teachers with 10 or more years of service

Bereavement Leave: Mother-in-law, father-in-law, legal guardian, grandparents and grandchildren added to definition of immediate family for up to 4 days' paid leave.

1 day's paid leave may be allowed for attendance at a family funeral covering members of the family not otherwise listed in the agreement, or a close friend (new).

Leave For Federation Business: The President of the OSSTF will be placed on a half-time teaching table and the President of the AEFO will be placed on a teaching schedule of not less than one-half. Incumbents will be paid full salary and receive full benefits and the OSSTF/AEFO will reimburse the Board for the time made available for OSSTF/AEFO business (new).

Professional Development Leave (new): The Chairperson of the Professional Development Committee will be placed on a one-half teaching schedule with the Board paying full salary and providing full benefits.

Maternity Leave: Leave without pay for up to 17 (15) weeks, consisting of 11 weeks pre-natal and 6 weeks post-natal.

French Language Training for Teachers (new): \$25,000 per year allotted. A joint committee will determine allocation.

Travel Allowance: \$500 annually for principals and \$100 annually for vice-principals (new).

Ottawa Roman Catholic Separate School Board - Local 272, Hotel Employees (AFL-CIO/CLC) (maintenance, services and plant operations employees):
A 12-month first agreement effective from May 16, 1977 to May 15, 1978, covering 245 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4½ months.

Wages: In lieu of retroactivity, full-time employees receive a lump sum payment of \$250. Payment is prorated for part-time employees.

Effective	<u>May 16/77</u>
COLA Fold-in	5.3%
General Increase	6% on the 1976 salary scale
Category 1 (Labourer)	\$10,429 (\$ 9,370)
Category 7 (includes Electrician)	\$14,969 (\$13,449)
Caretaker 1	\$9,745 - \$11,043 (\$8,756 - \$ 9,922)
Caretaker 3	\$13,968 (\$12,550)

Probationary period is 60 working days. Maximum rates for Caretaker 1 reached after 1 year.

Cost-of-Living Provision: Discontinued.

Overtime Pay: Time and one-half (previously, double time) for work on Saturdays. Double time (unchanged) for work on Sundays.

Paid Vacation: 3 weeks plus one day after 6 years of service, 3 weeks plus two days after 7 years, 3 weeks plus three days after 8 years, 3 weeks plus four days after 9 years (New. Previously, 3 weeks after 1 year's service and 4 weeks after 10 years.)

Health and Welfare: OHIP, Semi-Private Hospitalization and Major Medical Plan - Effective September 1, 1977, employer pays 80% (75%) of cost of premiums.

Dental Plan - Effective September 1, 1977, employer pays 60% (50%) of cost of premiums.

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (operations and maintenance): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 720 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/77
	Increase	34¢-58¢
	Caretaker	\$5.68-\$6.07 (\$5.25-\$5.61)
	Plumber	\$10.09 (\$ 9.51)

Paid Vacation: 4 weeks after 11 (13) years. Also 3 weeks after 1 year, 5 weeks after 20 years and 6 weeks after 30 years (all unchanged).

Health and Welfare: Life Insurance - Employer pays 100% of cost for first \$25,000 of coverage and 75% for optional additional coverage to a maximum total coverage of \$80,000. (Previously, employer paid 75% of cost for \$80,000 coverage.)

Mileage Allowance: 18.5¢ (15¢) per mile; 23¢ (20¢) per mile if employee is required to transport tools or materials.

Stormont, Dundas and Glengarry County Board of Education - Ontario Secondary School Teachers' Federation and L'Association des Enseignants Franco-Ontariens (OTF): A 24-month renewal agreement effective from September 1, 1976 to August 31, 1978, covering 555 employees, settled after a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/76	Sept. 1/77
	Teachers-Average Increases	10%	8%
	Vice-Principals and Principals	\$2,400	\$2,400

<u>Annual Rates</u>	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
Teacher - Group 1 0-11 years	\$11,650-\$19,790 (\$10,590-\$17,990)	\$12,570-\$21,370
Teacher - Group 4 0-11 years	\$13,410-\$24,440 (\$12,190-\$22,210)	\$14,465-\$26,395
Vice-Principal 0-4 years	\$28,600-\$30,600 (\$26,200-\$28,200)	\$31,000-\$33,000
Principal 0-4 years	\$31,600-\$33,600 (\$29,200-\$31,200)	\$34,000-\$36,000

NOTE: Previous rates shown above reflect adjustments made to the 1976 negotiated salary grid in order to conform with a roll-back decision of the Anti-Inflation Board.

Anti-Inflation Board:

The Board will not be required to implement any of the salary or allowance changes until after the Anti-Inflation Board ruling has been finalized, but may, with the approval of the teachers, implement as an interim measure any part of such changes.

At the request of the teachers, a lump sum of \$600 is to be paid to each teacher while the parties await the Anti-Inflation Board ruling on the negotiated increase.

Cost of Living Allowance (new):

Effective September 1, 1977 and calculated monthly thereafter, 1% for each full 1% increase in the Consumer Price Index for Canada (1971=100) in excess of 8%, based on the CPI for August 1977.

Experience Allowance:

\$275 (\$250) per annum for each year of experience obtained as set out in the Agreement.

Annual Responsibility Allowances:

Effective September 1, 1976 a 10% increase. No increase in allowances for the second year of the agreement.

Bereavement Leave:

1 day's paid leave in the event of death of mother-in-law, father-in-law, sister-in-law, brother-in-law and grandparents-in-law (previously up to 3 days). Niece, nephew, uncle and aunt are added for 1 day's paid leave.

Timmins District

Roman Catholic Separate School Board - Association des enseignants franco-ontariens and Ontario English Catholic Teachers' Association (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 279 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:

Effective

Sept. 1/77

General Increase

9%

Teacher D1
0 - 8 years

\$10,103 - \$14,039
(\$9,272 - \$12,880)

Sept. 1/77

Teacher A4-VII	\$15,444 - \$26,059
0 - 11 years	(\$14,172 - \$23,907)

Bereavement Leave: 1 day with pay in the area and 3 days with pay when the employee has to travel 100 miles or more by road for grandparents, grandparents of the spouse and grandchildren. (Previously, 3 days' paid leave for grandparents and grandchildren, irrespective of distance. Provision covering grandparents of the spouse is new.)

Health and Welfare: Major Medical - Coverage for eyeglasses is \$60 (\$40).

Dental Plan - Employer pays 65% (50%) of cost of premiums.

Responsibility Allowances: Principal: Basic allowance is \$3,900 (\$3,772) per year for up to 7 teachers, plus \$150 (\$119) per full or half-time teacher thereafter. No maximum. Vice-Principal's allowance increases proportionately.

Occasional Principal: \$278 (\$261) per year.

Principal:

Consultant: \$1,268 (\$1,188) per year, plus \$380 (\$356) for the first course, \$507 (\$475) for the second course and \$508 (\$476) for the Supervisor's course, for a maximum allowance of \$2,663 (\$2,495) per year.

Principal's \$888 (\$832) per year.

Substitute:

Special Without qualifications - \$634 (\$594) per year.

Education: Elementary Certificate - \$1,268 (\$1,188) per year.
Intermediate Certificate - \$1,522 (\$1,426) per year.
Specialist Certificate - \$1,774 (\$1,663) per year.

Sports' \$571 (\$535) per year.

Director:

Toronto City Board of Education - Local 63, Canadian Union of Public Employees (CLC) (chief caretakers and stationary engineers): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	53¢
	4th Class Engineer	\$6.57 (\$6.04)
	2nd Class Engineer	\$7.42 (\$6.89)

Shift Premium: 0¢ - 26¢ - 26¢ (0¢ - 24¢ - 24¢).

Paid Vacation: 4 weeks after 11 (13) years' service.

Sick Leave: The sick leave plan will be reviewed during the term of the 1977 contract.

Health and Welfare: Life Insurance - Employer pays 100% of cost of premiums for the first \$25,000 coverage and 75% of the cost of premiums for any additional coverage. (Previously, employer paid 75% of the cost of premiums for all coverage.)

Mileage Allowance: Employees who transport themselves and/or their tools and equipment from site to site receive 65¢ (50¢) per move. Previous provision of 65¢ per move for employees authorized to transport Board tools, material or equipment is deleted.

Toronto City Board of Education - Local 1325, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 402 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 1/77

General Increase 8%

Clerk - Grade I \$6,994 - \$7,875
0 - 3 steps (\$6,476 - \$7,292)

Systems Analyst Senior \$21,057 - \$28,739
0 - 7 steps (\$19,497 - \$26,610)

Probationary period is 6 months. Maximum rates reached with annual increments.

Mileage Allowance: 26¢ (24¢) per mile. Minimum of 85¢ per one-way or return trip (new).

Changes in the paid vacation, sick leave and life insurance provisions are the same as those detailed in the Toronto City Board of Education contract (Local 63) above.

York Borough Board of Education - Local 994, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 5½ months.

Wages: Effective Jan. 1/77

Increase 33¢ - 69¢

Labourer \$6.12
(\$5.66)

Caretaker/Engineer \$6.62
3rd Class (\$6.16)

Plumber & Steamfitter \$9.83
(\$9.14)

Paid Vacation: 4 weeks after 11(13) years' service.

Health and Welfare: Life Insurance - Employer pays 100% of cost of premiums for first \$25,000 of coverage and 75% of cost of premiums for additional coverage. (Previously, employer paid 75% of cost of premiums for all coverage.)

Car Allowance (new): \$150 per year for designated maintenance employees.

The University of Guelph - Local 1334, Canadian Union of Public Employees (CLC)
(trades, services and maintenance employees): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 467 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	May 1/77	May 1/78
	General Increase	7.5%, with an additional .5% if approved by the AIB	wage reopener
	Building Custodian 1	\$4.53 (\$4.19)	
	Fire Prevention Officer	\$5.76 - \$6.72 (\$5.33 - \$6.22)	
	Electrician	\$7.25 (\$6.71)	

Probationary period is 3 months. Maximum rate for Fire Prevention Officer reached after three 1-year increases, if merited.

Health and Welfare: Life Insurance for Retirees (new) - Employer pays 100% of cost of premiums for plan providing benefits of \$1,000.

Long Term Salary Continuation Plan - Benefit increases to 66 2/3% (previously, 50%) of current wages.

Metropolitan Toronto Library Board - Locals 1582 and 1806, Canadian Union of Public Employees (CLC) (office and clerical empl., full and part-time, and professional librarians): Three 12-month renewal agreements effective from January 1, 1977 to December 31, 1977, covering 330 employees, settled at the conciliation officer stage. Duration of negotiations - 3½ months.

Wages:	Effective	Jan. 1/77
	General Increase	8%
	Code A (Mail Clerk)	\$7,968 - \$9,063 (\$7,378 - \$8,392)
	Code E (Library Assistant)	\$11,925 - \$13,545 (\$11,042 - \$12,542)
	L1	\$13,537 - \$15,877 (\$12,534 - \$14,702)
	L3	\$16,172 - \$18,512 (\$14,974 - \$17,142)

Probationary period is 6 months. Maximum rates reached on merit.

Paid Holidays: Remembrance Day is added when it falls on a scheduled work day, for a total of 12 (11) days.

Paid Vacation: 5 weeks after 18 (25) years' service and 6 weeks (new) after 25 years.

Maternity Leave: Employer pays premiums for individual benefits for a period of 8 weeks (new).

Health and Welfare: Dental Plan (new) - Effective November 1, 1977, employer pays 100% of cost of premiums for the basic CUMBA (Red) Dental Plan. No deductibles.

Promotion Pay: Minimum salary increase of \$150 per year (new) where promotion to another classification does not result in any salary increase at the time of the promotion.

Substitution Pay: Minimum salary increase for a 35-hours-per-week employee substituting in a higher-paid classification for 10 working days or more (except when serving as a vacation replacement) is \$3 per week. (New for Local 1806 employees. Unchanged for full-time Local 1582 employees.)

HEALTH AND WELFARE SERVICES

St. Mary's of the Lake Hospital at Kingston - Employees' Association (Ind.): A 15-month renewal agreement effective from January 26, 1977 to April 26, 1978, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 26/77	July 26/77
	General Increase	6%*	
	Classification Adjustments (Monthly)		\$9 for Clerk Typist Sr.; \$19 for Accounting Clerk Int.; \$20 for Porter/Janitor; \$21 for Clerk Typist Int. and Switchboard; \$23 for Ward Clerk; \$26 for Orderly, R.N.A. and Nurse Aide, \$28 for Groundsman; \$32 for Carpenter, Maintenance Man, Aide, Seamstress, Physio Aide and Clerk Typist Jr.*
	Housekeeping Aide	\$747 - \$792 (\$705 - \$748)	\$779 - \$824
	Orderly-Trained	\$863 - \$908 (\$814 - \$857)	\$889 - \$934
	R.N.A.	\$903 - \$948 (\$852 - \$895)	\$929 - \$974
	Carpenter	\$976 - \$1,021 (\$921 - \$964)	\$1,008 - \$1,053

Probationary period is 60 days worked. Maximum rates reached after four 6-month increases.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premium: Effective in June 1977, 0¢ - \$1.64 - \$1.64 (0¢ - \$1.55 - \$1.55).

Paid Vacation: Effective in the 1977 vacation year, 4 weeks after 13 (14) years' service.

Health and Welfare: OHIP - Effective in June 1977, employer pays 100% (90%) of cost of premiums.

Scarborough General Hospital - Ontario Public Service Employees Union (Ind.) (office and clerical employees): A 12-month renewal agreement effective from June 1, 1977 to May 31, 1978, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 1/77</u>
	General Increase	8%
	Clerk 1	\$667 - \$750 (\$618 - \$694)
	Accounting Clerk	\$962 (\$891)

Probationary period for full-time employees is 3 months. Maximum rates for Clerk 1 reached after two 1-year increases.

Paid Vacation: 3 weeks after 4 (5) years' service and 4 weeks after 13 (14) years.

Health and Welfare: Extended Health Care Plan - Effective July 1, 1977, provided 75% of the bargaining unit wishes to enrol, employer pays 50% of cost of premiums for Blue Cross Extended Health Care Plan.

Part-time employees will receive a sum equal to 4% of their earnings in lieu of fringe benefits (new).

Premium Pay (new): An employee temporarily assigned to assume in-charge responsibilities for more than 5 consecutive days receives a premium of \$1.00 per shift for each shift so worked.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (architecture and town planning group): A 12-month renewal agreement effective from July 26, 1976 to July 25, 1977, covering 360 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>July 26/76</u>
	Increase	8½% for AR-1 to AR-5, \$2,400 for AR-6 and AR-7
	AR-1	\$11,935 - \$17,859 (\$11,000 - \$16,460)
	AR-7	\$32,162 - \$36,141 (\$29,762 - \$33,741)

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (administrative services group): A 7-month renewal agreement effective from June 6, 1977 to December 25, 1977, covering 4,740 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Dec. 27/76

Increase

Level 1	\$1,360
Level 2	\$1,450
Level 3	\$1,650
Level 4	\$1,800
Level 5	\$1,850
Level 6	\$2,000
Level 7	\$2,200

Annual Rates

AS-1	\$14,122-\$16,498 (\$12,762-\$15,138)
AS-3	\$16,720-\$18,730 (\$15,070-\$17,080)
AS-6	\$24,954-\$28,041 (\$22,954-\$26,041)
AS-7	\$27,500-\$32,500 (\$25,300-\$30,300)

Shift Premium: 0-20¢-28¢ (0-14¢-20½¢).

Standby Pay: \$4 (\$3.35) for each 8-hour period or portion thereof;
 \$9 (\$7.80) for all standby on a day of rest or designated
 paid holiday.

Paid Vacation: Effective April 1, 1977, 3 weeks after 1 year of service
 (unchanged), 4 weeks after 13 (15) years and 5 weeks after
 27 (28) years.

Meal \$3 (\$2.50) after 3 hours of overtime.

Allowance:

Penological \$1,000 (\$952) per annum.

Factor

Allowance:

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (education group): A 3½-month renewal agreement effective from May 10, 1977 to August 31, 1977, covering 3,585 employees, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Wages:

Effective

Sept. 1/76

Increase:

Elementary and
Secondary Teaching
Sub-Group and Guidance
and Vocational Counsellors

Maritimes	8.9%
Québec	9.9%
Ontario	9.4%
Manitoba	7.9%
Saskatchewan	8.9%
Alberta	8.9%
British Columbia	8.9%
Arctic Manitoba and Québec	8.9%

Language Teaching \$1,586
Sub-Group

Education Services 8% to a maximum
Sub-Group of \$2,400

Annual Rates

Elementary and
Secondary Teaching

Maritimes

Level 1 \$8,633-\$12,910
(\$7,927-\$11,855)

Level 6 \$14,435-\$22,193
(\$13,255-\$20,379)

Québec

Level 1 \$9,224-\$15,598
(\$8,393-\$14,193)

Level 6 \$14,179-\$22,172
(\$12,902-\$20,175)

Ontario

Level 1 \$10,266-\$13,776
(\$ 9,384-\$12,592)

Level 6 \$15,195-\$24,725
(\$13,889-\$22,601)

Manitoba

Level 1 \$9,464-\$12,566
(\$8,771-\$11,646)

Level 6 \$15,704-\$23,557
(\$14,554-\$21,832)

		<u>Sept. 1/76</u>
	<u>Saskatchewan</u>	
	Level 1	\$8,598-\$12,329 (\$7,895-\$11,321)
	Level 6	\$15,454-\$22,303 (\$14,191-\$20,480)
	<u>Alberta</u>	
	Level 1	\$9,035-\$13,216 (\$8,297-\$12,136)
	Level 6	\$15,358-\$23,461 (\$14,103-\$21,544)
	<u>British Columbia</u>	
	Level 1	\$11,243-\$16,150 (\$10,324-\$14,830)
	Level 6	\$17,025-\$27,202 (\$15,634-\$24,979)
	Language Teaching	
	Level 1 (B.A.)	\$12,524-\$19,524 (\$10,938-\$17,938)
	Level 4 (B.A. plus 3 years' education)	\$16,029-\$24,639 (\$14,443-\$23,053)
	Education Services	
	EDS-1	\$18,846-\$23,452 (\$17,450-\$21,715)
	EDS-5	\$29,535-\$32,610 (\$27,347-\$30,210)
Additional Allowances:	<u>Principal's Annual Allowance</u>	\$650 (\$600) basic, plus \$225 (\$210) for each teacher and teacher aide supervised from 1 to 12 and \$125 (unchanged) for each teacher and teacher aide supervised from 13 or more
	<u>Night School Compensation</u>	Normal hourly rate of pay for each completed hour of work (\$9 per hour)
Hours of Work:	<u>Elementary and Secondary Teaching Sub-Group - Schedules</u> setting out time allotments for performing administrative and supervisory duties are changed to provide:	
	1 day per week for Principals who supervise from 4 to 6 teachers and teacher aides (previously, option of one 40 to 45-minute period or $\frac{1}{2}$ day per week)	

1½ (1½) days per week for Assistant Principals who supervise from 7 to 10 teachers and teacher aides

Language Teaching - Pedagogical Break (new): Effective September 1, 1976 all calendar days between December 25 and January 2 inclusively.

If January 2 coincides with an employee's day of rest or with a day to which a designated paid holiday has been moved, the day will be moved to the employee's first scheduled working day following the pedagogical break.

An employee who performs authorized work during the pedagogical break on a day other than a designated paid holiday or a normal day of rest will receive compensation based upon his normal daily rate of pay, in addition to his usual pay for the day.

Paid Vacation: Effective March 1, 1977, 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years and 5 weeks after 28 (30) years.

Isolated Post Allowances: Teachers who remain at an isolated post during the months of July and August will be paid the applicable allowance for these 2 months (new).

Transportation Allowance (new): Employees who are required to use their private vehicle for field trips or similar activities will be reimbursed in accordance with the Treasury Board Travel Directive.

Bereavement Leave: Up to 4 (1) days' paid leave in the event of death of son-in-law, daughter-in-law and grandchild.

LOCAL ADMINISTRATION

Niagara Regional Board of Commissioners of Police - Niagara Region Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 580 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	7.8%
	<u>Annual Rates</u>	
	Constable, 3rd Class	\$15,641.15 (\$14,500.00)
	Constable, 1st Class	\$18,769.38 (\$17,400.00)
	Staff Inspector	\$28,657.21 (\$26,566.43)

Uniform Cleaning Allowance: \$75 (\$60) per year.

Mileage Allowance: 20¢ (15¢) per mile.

Meal Allowance: \$4 (\$3).

North York Borough Corporation - Local 94, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 720 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	8%
	Labourer	\$6.08 (\$5.63)
	Sub-Foreman (Automotive Mechanic)	\$7.85 (\$7.27)
Cost of Living Allowance:	1% for each 1% rise in the Consumer Price Index above 164.0 (1971=100), payable at the conclusion of the agreement. (The previous formula with a trigger point of 158.0 did not generate an allowance.)	
Shift Premium:	0-25¢-25¢ (0-22¢-22¢).	
Clothing Provision:	Parkas will be included in list of protective clothing furnished to designated employees.	

North York Borough Corporation - Local 752, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 555 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/77</u>
	<u>Annual Rates</u>	
	Fire Fighter 4th Class	\$14,174 (\$13,255)
	Fire Fighter 1st Class	\$18,899 (\$17,673)
	Platoon Chief	\$28,349 (\$26,510)
Paid Vacation:	2 weeks after 1 year, 3 weeks after 5 years and 4 weeks after 13 years (all unchanged), 5 weeks after 21 (22) years and 6 weeks (new) after 25 years (previously, 4 weeks plus 1 day after 21 years).	

Oshawa City Corporation (Public Works Maintenance Div., Parks and Property Depts. and Civic Auditorium Complex and Arenas) - Local 250, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from April 1, 1977 to March 31, 1979, covering 236 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/77</u>	<u>Apr. 1/78</u>
	COLA Fold-in	55¢	
	General Increases	4.5%	4.5%
	Labourer	\$6.02 - \$6.20 (\$5.21 - \$5.38)	\$6.29 - \$6.48
	Maintenance Electrician	\$7.10 - \$7.44 (\$6.24 - \$6.57)	\$7.42 - \$7.77
	Maximum rates reached upon completion of 6-month probationary period.		
Cost-of-Living Allowance:	1¢ per hour for each .5 point change in the Consumer Price Index, where 1961=100. To be paid quarterly. (Formula unchanged.)		
Shift Premium:	Effective April 1, 1977, 30¢ (25¢) per hour for all 8-hour shifts commencing between 1 PM and 7 AM. Effective April 1, 1978, 35¢ per hour.		
Standby Pay:	Effective April 1, 1977, \$4.00 (\$3.25) per day. Effective April 1, 1978, \$4.25 per day.		
Paid Vacation:	Effective in the 1977 vacation year, 4 weeks and 3 days after 18 (20) years' service, 5 weeks after 20 (22) years and 6 weeks (new) after 30 years. Effective in the 1978 vacation year, 6 weeks after 28 years' service.		
Health and Welfare:	<u>Dental Plan (new)</u> - Employer pays 50% of cost of premiums for basic dental plan.		

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 212 employees, settled at the bargaining stage. Duration of negotiations - 5½ months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	8.3%
	Grade 2 (includes Labourer)	\$5.75 (\$5.31)
	Grade 9 (includes Mechanic)	\$7.02 (\$6.48)
Shift Premium:	0¢ - 22¢ - 26¢ (0¢ - 20¢ - 25¢).	
Premium Pay:	60¢ (new) per hour for time spent exhuming bodies.	
Paid Vacation:	4 weeks after 10 (11) years' service.	
Health and Welfare:	<u>Accidental Death and Dismemberment (new)</u> - Employer pays 100% of cost of premiums for plan providing coverage equal to 1½ times basic annual wages, to the next higher \$500.	
	<u>Dental Plan</u> - Blue Cross Code 9 Plan or its equivalent replaces Blue Cross Code 7 Plan. Payments are based on the 1976 (1975) Ontario Dental Association fee schedule.	

Safety Shoe Allowance: \$25 (\$20) per year.

CONSTRUCTION

Architectural Glass and Metal Contractors Association - Local 1819, Painters (AFL-CIO/CLC): A 23-month renewal agreement effective from May 31, 1977 to April 30, 1979, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 31/77</u>	<u>May 1/78</u>	<u>Nov. 1/78</u>
	General Increases	50¢	40¢	20¢
	Journeyman	\$10.80 (\$10.30)	\$11.20	\$11.40

Lead Hand Premium: 25¢ (20¢) per hour.

Health and Welfare: Effective May 31, 1977, employer contribution is 75¢ (65¢) per hour. Effective November 1, 1977, 80¢ per hour. Effective May 1, 1978, 90¢ per hour.

Apprenticeship Training Fund (new): Employer contribution is 1¢ per hour.

Meal Allowance: Breakfast - \$2.00 (\$1.75). Lunch - \$3.00 (\$2.50). Dinner - \$4.25 (\$3.50).

Mileage Allowance: Effective May 31, 1977, 20¢ (17¢) per mile. Effective May 1, 1978, 22¢ per mile.

This settlement is subject to approval by the Anti-Inflation Board.

Association of Millwrighting Contractors of Ontario - Millwright District Council, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from June 1, 1977 to May 31, 1978, covering 1,800 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 1/77</u>
	Increase	43¢ - 57¢
	Journeyman Millwright (Zone B)	\$10.83 (\$10.26)
	Journeyman Millwright (Zone A)	\$10.90 (\$10.40)

Health and Welfare: Employer contributes 73¢ (61¢) per hour.

Pension Plan: Employer contributes 88¢ (78¢) per hour.

Crane Rental Association of Ontario - Local 793, International Union of Operating Engineers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	May 1/77
	General Increase	68¢
	Operating Engineer Class 1	\$12.76 (\$12.08)

Pension Plan: Employer contributes 10¢ per hour to new plan.

Electrical Contractors Association of Central Ontario - Local 804, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 450 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 1/77
	General Increase	62¢
	Journeyman Electrician	\$11.45 (\$10.83)

Vacation Pay: Employer contributes \$1.15 (\$1.08) per hour.

Health and Welfare: Employer contributes 52¢ (45¢) per hour.

Greater Windsor Home Builders Association - Local 494, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	May 1/77	May 1/78
	General Increases	86¢	69¢
	Journeyman Carpenter	\$10.84 (\$ 9.98)	\$11.53

Health and Welfare: Employer contributes 42¢ (35¢) per hour.

Hamilton Construction Association - Local 837, Labourers (AFL-CIO/CLC): An 11½-month renewal agreement effective from May 16, 1977 to April 30, 1978, covering 600 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 16/77	June 1/77	Nov. 1/77
	General Increases	35¢	½¢	9¢

	<u>May 16/77</u>	<u>June 1/77</u>	<u>Nov. 1/77</u>
Labourer	\$8.67½ (\$8.32½)	\$8.68	\$8.77

Health and Welfare: Effective June 1, 1977, employer contributes 67¢ (50¢) per hour.

Hamilton Mechanical Contractors Association - Local 67, Plumbers (AFL-CIO/CLC):

An 11½-month renewal agreement effective from May 12, 1977 to April 30, 1978, covering 1,500 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>May 12/77</u>
	General Increase	6.6%
	Journeyman	\$12.12 (\$11.37)

Health and Welfare: Employer contribution is 50¢ (45¢) per hour.

Interior Systems Contractors Association, province-wide - Local 562, Lathers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1977 to April 30, 1980, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>	<u>May 1/78</u>
	General Increases	10¢	10¢	40¢
	Journeyman	\$10.00	\$10.10	\$10.50
	Lather	(\$ 9.90)		
	Effective	<u>May 1/79</u>	<u>Nov. 1/79</u>	
	General Increases	50¢	60¢	
	Journeyman	\$11.00	\$11.60	
	Lather			

Foreman Premium: \$1.00 (\$.75) per hour.

Health and Welfare: Effective May 1, 1977, employer contribution is 95¢ (85¢) per hour.
Effective May 1, 1979, \$1.05 per hour.

Pension Plan (new): Effective November 1, 1977, employer contribution is 15¢ per hour.
Effective May 1, 1978, 25¢ per hour. Effective November 1, 1978, 50¢ per hour.

Kingston Construction Association - Local 249, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>
	General Increase	68¢
	Journeyman Carpenter	\$11.88 (\$11.20)

Kingston Construction Association - Local 247, Labourers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	54¢
	Labourer	\$9.24 (\$8.70)

Kingston and District Road, Sewer and Watermain Contractors - Local 247, Labourers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/77</u>	<u>Oct. 1/77</u>
	General Increases	35¢	30¢
	Labourer (Road)	\$5.90 (\$5.55)	\$6.20
	Labourer (Sewer and Watermain)	\$6.40 (\$6.05)	\$6.70

Kitchener Mechanical Contractors Association - Local 527, Plumbers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	44¢
	Journeyman	\$11.49 (\$11.05)

Health and Welfare: Employer contribution is 40¢ (30¢) per hour.

Pension Plan: Employer contribution is 40¢ (23¢) per hour.

Mileage Allowance: 23¢ (18¢) per mile, to a maximum of \$15 per day worked.

Room and Board \$20 (\$18) per day worked.
Allowance:

Training Fund: Employer contribution is 1¢ (5¢) per hour.

Supplementary Employer contribution is 5¢ per hour.
Unemployment
Benefits (new):

Lakehead Sheet Metal Contractors Association - Local 397, Sheet Metal Workers (AFL-CIO/CLC)(sheet metal workers): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>
	General Increase	58¢
	Journeyman Sheet Metal Worker	\$11.13 (\$10.55)

Health and Employer contribution is 40¢ (25¢) per hour.
Welfare:

London and District Construction Association - Local 1059, Labourers (AFL-CIO/CLC):
A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 1,500 employees, settled at the conciliation of-ficer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 2/77</u>
	General Increase	51¢
	Labourer	\$8.75 (\$8.24)

Health and Employer contributes 15¢ (10¢) per hour.
Welfare:

London and District Construction Association, General Contractor and Carpentry Contractor Section - Locals 1946, 2222 and 2451, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 780 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>
	General Increase	63¢
	Journeyman Carpenter	\$10.92 (\$10.29)

Pension Plan: Employer contributes 35¢ (30¢) per hour.

London Sheet Metal Contractors Association - Local 473, Sheet Metal Workers

(AFL-CIO/CLC): An 11-month renewal agreement effective from May 19, 1977 to April 30, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>May 19/77</u>	<u>Nov. 1/77</u>
	General Increases	4.3%	2.1%
	Journeyman Sheet Metal Worker	\$10.43 (\$10.00)	\$10.65
Room and Board Allowance:	\$25 (\$20) per day.		

Niagara Construction Association and General Contractors' Association of Niagara -

Local 38, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General Increases	50¢	20¢
	Journeyman Carpenter	\$11.83 (\$11.33)	\$12.03
Hours of Work:	36 (37½) hours per week.		

Niagara Peninsula Electrical Contractors Association - Local 303, Electrical

Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General Increases	11¢	23¢
	Journeyman Electrician	\$11.53 (\$11.42)	\$11.76
Mileage Allowance:	25¢ (20¢) per mile.		

Ontario Erectors Association - Locals 700, 721, 736, 765 and 786, Structural Iron

Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 5,000 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>
	General Increase (Local 700)	70¢
	Journeyman	\$10.75
	Ironworker (Local 700)	(\$10.05)

Pension Plan: Employer contribution is 72¢ (65¢) per hour.

Oshawa and District Commercial Construction Exchange, General Contractors Section,
General Contractors of Peterborough and Quinte Construction Association - Lake Ontario District Council, Carpenters (AFL-CIO/CLC):
 A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 600 employees, settled at the bargaining stage. Duration of negotiations - ½ month.

Wages:	Effective	<u>Nov. 1/77</u>
	General Increase	13¢*
	Journeyman	\$10.63
	Carpenter	(\$10.50)

*Note: This increase may be diverted to pension plan.

Health and Welfare: Effective May 16, 1977, employer contributes 35¢ per hour earned to new plan.

Pension Plan: Effective May 16, 1977, employer contributes 15¢ per hour earned to new plan.

Industry Fund: Effective May 16, 1977, employer contributes 5¢ per hour earned to new plan.

Ottawa Construction Association - Local 93, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 2/77</u>	<u>Nov. 1/77</u>
	General Increases	41¢	22¢
	Journeyman	\$10.83	\$11.05
	Carpenter	(\$10.42)	

Pension Plan: Effective November 1, 1977, employer contributes 15¢ (new) per hour.

Ottawa Construction Association - Local 124, Plasterers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - ½ month.

Wages:	Effective	<u>May 30/77</u>	<u>Sept. 1/77</u>
	General Increases	25¢	30¢
	Journeyman	\$9.44 (\$9.19)	\$9.74
Health and Welfare:	Effective May 1, 1977, employer contribution is 40¢ (35¢) per hour. Effective September 1, 1977, 44¢ per hour.		
Mileage Allowance:	Effective May 1, 1977, 20¢ (18¢) per mile.		
Room and Board Allowance:	Effective May 1, 1977, employer pays lodging expenses for Floor Finishers plus a daily meal allowance of \$16 (\$15). For all other employees the employer pays an allowance of \$21 (\$15) per day for room and board.		

Ottawa Mechanical Contractors Association - Local 71, Plumbers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 950 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>
	General Increase	45¢
	Journeyman	\$11.22 (\$10.77)
Vacation Pay:	Effective May 1, 1977, vacation pay is 11% (10%).	
Health and Welfare:	Employer contribution is 40¢ (35¢) per hour.	
Pension Plan:	Employer contribution is 55¢ (45¢) per hour.	
Mileage Allowance:	30¢ (23¢) per mile.	
Room and Board Allowance:	\$25 (\$20) per working day.	

Ottawa Mechanical Contractors Association (Sheet Metal Division) - Local 47, Sheet Metal Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>
	General Increase	50¢
	Journeyman Sheet Metal Worker	\$11.32 (\$10.82)
Health and Welfare:	Employer contribution is 50¢ (40¢) per hour.	
Pension Plan:	Employer contribution is 57¢ (50¢) per hour.	

Union Fund: Employer contribution is 15¢ (10¢) per hour.

Mileage Allowance: 28¢ (23¢) per mile.

Room and Board Allowance: \$15 (\$12) per calendar day. \$18 (\$15) per calendar day for employees over a 100-mile radius from the free-zone boundary.

Ottawa Walls and Ceilings Contractors Association - Local 124, Plasterers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1977 to April 30, 1980, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 5½ months.

Wages:	Effective	<u>May 24/77</u>	<u>Nov. 1/77</u>	<u>May 1/78</u>
	General Increases	25¢	22¢	25¢
	Journeyman	\$9.38 (\$9.13)	\$9.60	\$9.85
	Effective		<u>Nov. 1/78</u>	<u>May 1/79</u>
	General Increases		29¢	monetary reopener
	Journeyman		\$10.14	

Monetary Reopener: Effective May 1, 1979, all monetary items forming part of the agreement between the Walls and Ceilings Contractors Association and the drywall, interior, walls and ceilings finishers' sector of the industry, and subsequent increases in the same, shall become a part of this agreement.

Health and Welfare: Effective November 1, 1977, employer contribution is 43¢ (38¢) per hour. Effective November 1, 1978, 47¢ per hour.

Training Fund (new): Employer contribution is 2¢ per hour.

Mileage Allowance: Effective May 24, 1977, 19¢ (15¢) per mile. Effective May 1, 1978, 22¢ per mile.

Room and Board Allowance: Effective May 24, 1977, \$18 (\$15) per day worked. Effective May 1, 1978, \$20 per day worked.

Swing Scaffold Premium: \$1.00 (\$.50) per hour.

Pipeline Contractors Association of Canada - Various Locals, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/77</u>	<u>May 1/78</u>
	General Increases	85¢	75¢
	Welder-Journeyman (Mainline Pipeline)	\$11.45 (\$10.60)	\$12.20

Pension Plan: Employer contribution is \$1.00 (\$.75) per hour.

National Training Fund: Employer contribution is 10¢ (5¢) per hour.

Pipeline Industry Promotion Fund: Effective July 1, 1977, employer contribution is 4¢ (1¢) per hour.

Mileage Allowance: 20¢ (15¢) per mile.

Subsistence Allowance: Effective May 1, 1977, \$22.50 (\$17.50) per calendar day.
Effective November 1, 1977, \$25.00 per calendar day.

Quinte - St. Lawrence Electrical Contractors Association - Local 115, Electrical Workers (IBEW)(AFL-CIO/CLC): An 11½-month renewal agreement effective from May 9, 1977 to April 30, 1978, covering 430 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 9/77</u>
	General Increase	67¢
	Journeyman Electrician	\$11.50 (\$10.83)
Health and Welfare:	Employer contributes 45¢ (25¢) per hour.	

The Reinforcing Steel Institute of Ontario and The Labour Relations Bureau of the Ontario General Contractors Association - Locals 700, 721, 736, 765 and 786, Structural Iron Workers (AFL-CIO/CLC)(rodmen): Seven 12-month renewal agreements effective from May 1, 1977 to April 30, 1978, covering 1,280 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General Increases	41¢	23¢
	Rodman (Windsor)	\$9.65 (\$9.24)	\$9.88
Health and Welfare and Pension Plans:	Effective May 1, 1977, employer contribution to either the Health and Welfare or the Pension Fund increases by 10¢ per hour. Effective November 1, 1977, a further increase of 5¢ per hour is granted. Allocation of the increase is the choice of the individual Local. (Note: Thunder Bay took the entire negotiated increase of 85 cents in wages.)		

Sault Ste. Marie Builders Exchange - Local 446, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General Increases	22¢	23¢
	Journeyman	\$10.32	\$10.55
	Carpenter	(\$10.10)	

Vacation Pay: Vacation pay is 10% (9%).

Sudbury Construction Association, General Contractors Section - Local 2486, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General Increases	37¢	18¢
	Journeyman	\$10.85	\$11.03
	Carpenter	(\$10.48)	

Thunder Bay Construction Association - Local 759, Structural Iron Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 8, 1977 to April 30, 1978, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 5 days.

Wages:	Effective	<u>May 8/77</u>	<u>Nov. 1/77</u>
	General Increases	50¢ for Rodman; 68¢ for Structural Iron Worker	27¢ for Rodman
	Rodman	\$11.11 (\$10.61)	\$11.38
	Ironworkers, Riggers & Welders	\$11.74 (\$11.06)	

Pension Plan: Employer contribution is 20¢ (10¢) per hour to the Ironworkers Ontario Pension Fund.

Commuting Allowance: 25¢ (22¢) per mile.

Mileage Allowance: 22¢ (18¢) per mile.

Room and Board Allowance: \$24 (\$20) per day worked.

The Rodman Section of this agreement was a part of the province-wide Rodmen negotiations reported on page 313.

Thunder Bay Construction Association, Electrical Division - Local 339, Electrical Workers (IBEW)(AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>
	General Increase	66¢
	Journeyman	\$11.46
	Electrician	(\$10.80)
Health and Welfare:	Employer contributes 45¢ (35¢) per hour.	
Mileage Allowance:	22¢ (20¢) per mile.	

Thunder Bay Mechanical Contractors' Association - Local 628, Plumbers (AFL-CIO/CLC)
 An 11-month renewal agreement effective from May 24, 1977 to April 30, 1978, covering 380 employees, settled at the bargaining stage.
 Duration of negotiations - 3 months.

Wages:	Effective	<u>May 24/77</u>
	General Increase	63¢
	Journeyman	\$11.18 (\$10.55)
Health and Welfare:	Employer contribution is 42¢ (35¢) per hour.	
Pension Plan:	Employer contribution is 50¢ (40¢) per hour.	
Board Allowance:	\$25 (\$20) per day worked.	
Transportation Allowance:	25¢ (18¢) per mile.	
Training Fund (new):	Employer contribution is 3¢ per hour.	

Toronto Construction Association, General Contractors' Section and The Waterproofing Contractors Association - Local 598, Plasterers (AFL-CIO/CLC):
 Two 12-month renewal agreements effective from May 1, 1977 to April 30, 1978, covering 550 employees, settled at the bargaining stage.
 Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General Increases	35¢	20¢
	Cement Mason, Journeyman Waterproofer	\$9.50 (\$9.15)	\$9.70
Working Foreman's Premium:	40¢ (30¢) per hour.		
Health and Welfare:	Employer contribution is 51¢ (47¢) per hour.		
Pension Plan:	Effective November 1, 1977, employer contribution is 25¢ (new) per hour.		

Mileage Allowance: 18¢ (16¢) per mile when employee supplies his own vehicle. 13¢ (unchanged) per mile when employer supplies the vehicle.

Per Diem Allowance: \$18 (\$15) per day.

Industry Fund: Employer contribution is 5¢ (3¢) per hour.

Toronto Mechanical Contractors Association - Local 46, Plumbers (AFL-CIO/CLC):

A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 3,600 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	74¢
	Journeyman	\$11.96 (\$11.22)

Toronto Sheet Metal and Air Handling Group - Local 30, Sheet Metal Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 1,500 employees, settled at the conciliation officer stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	2.6%
	Journeyman	\$11.37 (\$11.08)

Toronto Sheet Metal and Air Handling Group Roofing Division - Local 30, Sheet Metal Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General Increases	4%	2%
	Material Handler	\$9.36 (\$9.00)	\$9.55
	Assistant	\$10.40 (\$10.00)	\$10.61
	Roofer	\$11.44 (\$11.00)	\$11.67

Probationary Period: Material Handler Junior Probationary Period is for 6(4) months from date of hiring. Material Handler Senior Probationary Period is from 6(4) months to 12(8) months from date of hiring.

Room and Board Allowance: Within 50 miles, the allowance is \$8(\$6) for 1 day, \$16(\$12) for 2 days, \$40(\$30) for 3, 4 or 5 days, \$48(\$36) for 6 days and \$56 (\$42) for 7 days.

Beyond 50 miles, the allowance is \$15(\$12) for 1 day, \$30(\$24) for 2 days, \$75(\$60) for 3, 4 or 5 days, \$90 (\$72) for 6 days and \$105 (\$84) for 7 days.

Waterloo-Wellington Sheet Metal Contractors Association - Local 562, Sheet Metal Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	57¢ for Journeyman; 40¢ - 43¢ for workers engaged on special building products erection
	Journeyman Sheet Metal Worker	\$10.63 (\$10.06)
Health and Welfare:	Employer contribution is 65¢ (55¢) per hour.	

Windsor Construction Association - Local 494, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 350 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>
	General Increase	67¢
	Journeyman Carpenter	\$10.65 (\$ 9.98)
Health and Welfare:	Employer contributes 42¢ (35¢) per hour.	

Windsor Construction Association - Local 625, Labourers (AFL-CIO/CLC): An 11½-month renewal agreement effective from May 16, 1977 to April 30, 1978, covering 400 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 16/77</u>
	General Increase	60¢
	Labourer	\$9.47 (\$8.87)
Health and Welfare:	Employer contributes 15¢ (10¢) per hour.	

Addendum

November 1976 Settlement

MACHINERY

Hussman Store Equipment Limited at Brantford - Local 397, Auto Workers (CLC):

A 12-month renewal agreement effective from December 1, 1976 to November 30, 1977, covering 450 employees, settled at the bargaining stage and ratified in November, 1976. Duration of negotiations - 1 month.

Wages:	Effective	Dec. 1/76
	General Increase	36¢
	Additional Adjustments	10¢ for skilled trades
	Labourer	\$5.71 - \$5.81 (\$5.35 - \$5.45)
	Electrical Maintenance	\$6.94 (\$6.48)
	Probationary period is 40 working days. Maximum rates for Labourer reached after 3 months.	
Cost-of-Living Allowance:	1¢ per hour per 0.35 increase in the Consumer Price Index (1971=100) above the base of 161.3, to be adjusted quarterly. (1¢ per hour per 0.45 increase in the CPI (1961=100).	
Shift Premiums:	0 - 22¢ - 22¢ (0 - 16¢ - 16¢).	
Paid Vacations:	Effective June 1, 1977, 3 weeks after 5 (7) years, 4 weeks after 12 (15) years and 5 weeks after 20 (25) years.	
Health and Welfare:	<u>Dental Plan</u> - Employer pays 100% of cost of new dental plan based on the 1976 Ontario Dental Association schedule of fees. <u>Life Insurance for Retirees</u> - \$1,500 (\$1,000).	
Pension Plan:	\$7.25 (\$6.25) per month per year of service.	

December 1976 Settlement

METAL FABRICATING

Tridon Limited at Burlington - Tridon Employees' Association (Ind.): A 24-month renewal agreement effective from January 1, 1977 to December 31, 1978, covering 326 employees, settled at the bargaining stage and ratified in December, 1976. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/77	Jan. 1/78
	COLA	10¢	
	Fold-in		

	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
Increases	10% on the average	8%
Non-Incentive Operator	\$4.49 (\$4.00)	\$4.85
Toolmaker A	\$7.52 (\$6.75)	\$8.12
Cost-of-Living Allowance:	If the Consumer Price Index (1961=100) increases by more than 7% annually, there will be a 1% increase to all rates for every full per cent increase above the 7% base. One month after the Index shows an increase equalling or exceeding 1% above the 7% base the rates will be adjusted and will be reviewed quarterly thereafter and adjusted in accordance with the formula outlined. Any increase granted will not be reduced if there is a fall in the Index. (Previously, 1¢ for each full .5 point change in the CPI, where 1961=100. To be adjusted quarterly.)	
Shift Premium:	Effective January 1, 1978, 0 - 18¢ - 23¢ (0 - 15¢ - 20¢).	
Group Leader Premium:	Effective January 1, 1977, 33¢ (30¢) per hour. Effective January 1978, 36¢ per hour.	
Lead Hand Premium:	Effective January 1, 1977, 22¢ (20¢) per hour. Effective January 1978, 24¢ per hour.	
Paid Rest and Lunch Periods:	Employees receive 35 (30) minutes per shift for rest or lunch without loss of pay.	
Health and Welfare:	<u>Drug Plan</u> - Employer pays 100% of cost of premiums for separate drug plan. Employee pays 50¢, only, per prescription. (Previously drug plan was part of the supplementary health care plan. Deductible for the plan was \$25.)	
	<u>Dental Plan (new)</u> - Employer pays 60% of cost of premiums for basic Blue Cross #7-type plan paying 100% of fees defined by the 1974 Ontario Dental Association fee schedule.	

February 1977 Settlement

G. Tamblyn, Ltd., various centres - Locals 206 and 486, Retail Clerks (AFL-CIO/CLC) (full-time and part-time empls.): A 24-month renewal agreement effective from September 5, 1976 to September 4, 1978, covering 500 employees, settled at the mediation stage in February, 1977. Duration of negotiations - 6 months.

An agreement for a new contract was reached January 18, 1977 and ratified February 8, 1977. However, final acceptance of the agreement as a complete settlement was delayed pending resolution of a union security provision. The clause has now been approved by both parties.

The settlement terms have been approved by the Anti-Inflation Board.

Wages:	Effective	<u>Sept. 5/76</u>	<u>June 5/77</u>	<u>Feb. 5/78</u>
	General Increases	40¢	15¢	35¢
	Stock Clerk	\$2.80-\$3.25 (\$2.40-\$2.85)*	\$2.95-\$3.40	\$3.30-\$3.75
	Merchandise Clerk	\$3.10-\$3.65 (\$2.70-\$3.25)	\$3.25-\$3.80	\$3.60-\$4.15

*The contractual starting rate for a stock clerk at the conclusion of the agreement terminating September 4, 1976 was \$2.40 per hour as shown here. The actual amount paid, in accordance with the Ontario Minimum Wage, was \$2.65 per hour.

Paid Holidays: Effective June 12, 1977, employee's birthday is added for a total of 10 days.

Paid Vacation: 4 weeks after 15 (20) years and 5 weeks (new) after 18 years. Also 1 week at 4% after 6 months, 2 weeks after 1 year, 3 weeks after 5 years and 6 weeks after 25 years (unchanged).

Health and Welfare: OHIP - Effective June 12, 1977, employer pays 75% (50%) of premium.

Group Insurance Plan - Near the termination of the previous agreement, the employer concluded arrangements with a new insurance carrier to revamp the existing benefit programs. The revisions have been incorporated into the new agreement and are highlighted below:

Life Insurance and A.D. & D. - Effective July 1, 1976, \$9,000 maximum coverage. Employer pays the full premium.

Long Term Disability - Effective July 1, 1976, 66 2/3% of monthly earnings, to a maximum of \$1,500 less specified offsets if applicable.

Hospital Benefit - Effective August 1, 1976, covers charges for private accommodation that are in excess of ward accommodation. Employer pays 50% of the premium.

Major Medical - Effective July 1, 1976, 80% - 20% co-insurance after deductibles of \$10 single and \$20 family. Employer pays 50% of the premium.

Drug Plan - Effective July 1, 1976, Plan provides reimbursement of expenses incurred for drugs, sera, medicines and injectibles ordered by a physician or dentist. There is a 50-cent deductible per prescription. Employer pays the full premium.

Dental Plan - Effective July 1, 1976, the Plan pays 70% of the fee schedule expenses for basic, preventative, endodontic and periodontic services. Employer pays the full premium.

Effective June 12, 1977, employer will pay 7¢ per hour per employee into the Southern Ontario Retail Clerks Dental Plan. At the conclusion of a 13-week subsequent period the employer's dental plan, described above, will no longer be applicable.

Union Security: Employees working in certain designated centres who had not become members of the Union prior to February 8, 1977 will not be required to do so, but must pay Union dues commencing September 4, 1977. All new employees at these centres are required to become members of the Union.

April 1977 Settlements

FOOD AND BEVERAGE

Laura Secord Division Ault Foods (1975) Ltd. at Scarborough - Local 264, Bakery Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 450 employees, settled with mediation assistance and ratified in April 1977. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Apr. 1/77</u>
	General Increase	33¢*
	Classification Adjustments	10¢ for Extruder Operator ; 20¢ for Truck Driver
	Group 1 (includes General Helper)	\$3.68 - \$3.98 (\$3.35 - \$3.65)
	Senior Electrician	\$7.08 (\$6.75)
	Stationary Engineer - 2nd Class	\$7.33 (\$7.00)

Maximum rate for General Helper is reached upon completion of his probationary period.

*Note: Increase is subject to approval by the Anti-Inflation Board.

Overtime Pay: Time and one-half for first 8 hours worked on Saturday (unchanged) and on the sixth day (new), double time thereafter (new). Double time for hours worked on Sunday and on the seventh day. (Previously, time and one-half on Sunday except if Sunday was the employee's seventh day, in which case double time was paid.)

Paid Vacation: 3 weeks after 5 (6) years' service and 4 weeks after 15 (16) years.

Safety Shoe Allowance: Employer pays 100% of cost, to a maximum of \$25 per calendar year. (Previously, \$10 per pair, to a maximum of one pair per calendar year.)

Tool Allowance: Maximum is \$45 (\$35) per calendar year.

Training Allowance: 20¢ (new) per hour.

Temporary Transfer: An employee temporarily transferred for a period in excess of 4 hours (previously, one working day) receives his own rate or the rate of the job to which he is temporarily transferred, whichever is higher.

EDUCATION AND RELATED SERVICES

Grey County Board of Education - Ontario Secondary School Teachers' Federation

(OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 316 employees, settled at the bargaining stage and ratified in April, 1977. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	\$2,000*
	Teacher - Category 1	\$12,000 - \$21,000
	0 - 10 years	(\$10,000 - \$19,000)
	Teacher - Category 4	\$14,000 - \$26,000
	0 - 12 years	(\$12,000 - \$24,000)

*Note: The general increase includes the cost of living allowance from the previous agreement.

Cost of Living Allowance: Cost of living allowance of 1% per 1% increase in the Consumer Price Index (1971=100) above the September 1977 base. Payable semi-annually to a maximum of \$137,260. (Same formula as previously.)

Niagara South Board of Education - Local 468, Canadian Union of Public Employees

(CLC)(maintenance, services and plant operations empls.): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 450 employees, settled at the conciliation officer stage and ratified in April, 1977. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	40¢
	Cleaner	\$4.40 (\$4.00)
	Electrician	\$7.00 (\$6.60)

Paid Vacation: 5 weeks after 20 (22) years' service.

Health and Welfare: Dental Plan - Payments are based on the 1977 (1975) Ontario Dental Association schedule of fees.

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (part-time operations and maintenance employees):

A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 292 employees, settled at the bargaining stage and ratified in April, 1977. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	8.0%
	Student	\$3.33 - \$3.51 (\$3.08 - \$3.25)

Jan. 1/77

Part-Time	\$3.51 - \$3.93
Cleaner	(\$3.25 - \$3.64)
Part-Time	\$4.23 - \$4.72
Matron	(\$3.92 - \$4.37)

Probationary period is 600 working hours. Maximum rates reached after one 12-month increase.

Paid Vacation: 4 weeks after 11 (13) years' service.

Uniform Allowance: \$43 (\$40) per year for Part-Time Matrons.

This agreement is subject to approval by the Anti-Inflation Board.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (medicine group): A 12-month renewal agreement effective from October 4, 1976 to October 2, 1977, covering 282 employees, settled at the arbitration stage in April, 1977. Duration of negotiations - 6 months.

Wages: Full retroactivity on wages to October 4, 1976 on all hours worked.

Effective Apr. 20/77

Increase Medical Specialist Sub-Group - Each employee receives \$2,400 above his present wage rate. There is no increase in the wage grid as an increment system is replacing the present merit system. Medical Officer Sub-Group - \$1,200 on the wage grid.

MD-MOF-1 \$23,990-\$36,702
(\$22,790-\$35,502)

MD-MOF-4 \$38,995-\$43,645
(\$37,795-\$42,445)

MD-MSP-1 \$31,700-\$41,700
(\$31,700-\$41,700)

MD-MSP-2 \$34,500-\$44,900
(\$34,500-\$44,900)

Probationary period is 1 year. Maximum rates reached through annual increments.

Paid Vacation: 5 weeks (new) after 27 years' service.

Anti-Inflation Board Rulings in May 1977

Employer and Union	Reference	Action
Canada, system-wide and Canadian Air Line Employees' Assn. (CLC)	Nov. 76, p. 662	Disallowed
Anchor Cap and Closure Corp. of Canada Ltd., Toronto and Plasticap Ltd. and Premier Plastics Ltd., Richmond Hill, and Electrical Workers (UE) (CLC)	Jan. 77, p. 7	Disallowed
Canada Safeway Ltd., Toronto and other centres and Retail Clerks (AFL-CIO/CLC) (retail food empls., full and part-time)	Dec. 76, p. 727	Disallowed
Government of Canada (Treasury Board) and Public Service Alliance of Canada (CLC) (data processing group)	Apr. 77, p. 224	Allowed
Blaws Ltd., Ottawa, London and other centres in southern Ontario and Retail Clerks (AFL-CIO/CLC) (retail food empls., full and part-time)	Dec. 76, p. 730	Disallowed
Blaws Ltd., Toronto and other centres in southern Ontario and Canadian Food and Allied Workers (AFL-CIO/CLC) (retail food empls., full and part-time)	Dec. 76, p. 732	Disallowed
Northern Telephone Ltd., province-wide and Communications Workers of Canada (CLC)	Jan. 77, p. 15	Disallowed
Ilco-Ford of Canada Ltd., Toronto and Machinists (AFL-CIO/CLC)	Feb. 77, p. 63	Allowed
t. Vincent Hospital, Ottawa and International Operating Engineers (AFL-CIO/CLC) (non-medical empls.)	Mar. 77, p. 149	Allowed
ellesley Hospital, Toronto and Ontario Nurses' Assn. (Ind.)	Apr. 77, p. 221	Disallowed
estinghouse Canada Ltd., Hamilton and Electrical Workers (UE) (CLC)	May 77, p. 280	Disallowed

Negotiations in Progress during May 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg Sta
AP Parts of Canada Ltd., Toronto	Auto Workers (CLC)	375	PO
Aimco Automotive Industries, Div. of Aimco Industries Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	245	CO
Atomic Energy of Canada Ltd., Chalk River and Deep River**	Atomic Energy Allied Council (various AFL-CIO/CLC unions)	870	B
Atomic Energy of Canada Ltd., Commercial Products Div., Ottawa**	CLC - Directly Chartered	240	B
Belleville General Hospital	Ont. Nurses' Assn. (Ind.)	276	B
Bendix Automotive of Canada Ltd., Windsor	Auto Workers (CLC)	610	PO
Boilermaker Contractors' Assn., province-wide	Boilermakers (AFL-CIO/CLC)	1,400	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	580	B
Joseph Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	CO
Brewers' Warehousing Co. Ltd., province-wide	Cdn. Brewery Workers (CLC)	1,400	B
Camco Ltd., Weston	Steelworkers (AFL-CIO/CLC)	500	B
Canada Packers Ltd., Walkerton	Foodworkers (AFL-CIO/CLC)	270	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	230	CO
Canadian Automatic Sprinkler Assn., province-wide	Plumbers (AFL-CIO/CLC)	700	B
Canadian Cannors Ltd., Plant #17, Simcoe	Foodworkers (AFL-CIO/CLC)	230	B
Canadian Johns-Manville Co., Ltd., Port Union	Cdn. Chemical Workers (Ind.)	530	CO
Canadian National Institute for the Blind, province-wide	Service Empls. (AFL-CIO/CLC)	575	MED
Canadian National Railways (Chateau Laurier Hotel), Ottawa	Railway, Transport and General Workers (CLC)	350	B
Canadian Standards Assn., Toronto	CUPE (CLC)	290	B
Carleton Towers, El Mirador, Holiday Inn, Lord Elgin and Talisman Hotel, Ottawa	Hotel Empls. (AFL-CIO/CLC)	670	CO
Carleton University, Ottawa	Carleton University Academic Staff Assn. (Ind.) (university professors)	640	B
Carleton University, Ottawa	Carleton University Support Staff Assn. (Ind.) (clerical, computer and accounting empls.)	650	B

*See page 339 for definition of codes.

**Federal jurisdiction.

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Carling O'Keefe Ltd. and Carling O'Keefe Transport, Etobicoke, Toronto and Waterloo	Cdn. Brewery Workers (CLC) (production and transport empls.)	610	B
Carlton Cards, Ltd., Toronto	Greeting Card Workers Union of Canada (Ind.)	530	B(R)
Cligate Palmolive Ltd., Toronto	Int'l. Chemical Workers (AFL-CIO/CLC)	321	B
Consumers Glass Co., Ltd., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	670	CO
Cooper Tool Group Ltd., Port Hope	Steelworkers (AFL-CIO/CLC)	249	CO
Council of Printing Industries of Canada, Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	220	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	795	CO
Debbie Industries Ltd., Woollen and Fabric Div., Cambridge	National Council of Canadian Labour (Ind.)	212	CO
Duglas Ltd., Hamilton	Glass and Ceramic Workers (AFL-CIO/CLC)	800	MED
Duglas Ltd., Wallaceburg	Glass and Ceramic Workers (AFL-CIO/CLC)	750	B
Dominion Bridge Co. Ltd. (Mount Dennis), Toronto	Steelworkers (AFL-CIO/CLC)	336	MED/WS
Dominion Textile Ltd. (Long Sault Fabric and Long Sault Yarn Plants), Long Sault	United Textile Workers (AFL-CIO/CLC)	540	CO
Efferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	1,000	B
Empire Pont of Canada, Ltd., Maitland	Cdn. Chemical Workers (Ind.)	630	B
Essex Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,290	B
Essex Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	900	B
Essex Regional Police	Police Assn. (Ind.)	295	CO
Foreston Yale Ltd. (Forestry Equipment Div.), Woodstock	Molders (AFL-CIO/CLC)	400	CO
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	B
Essex International, Dunnville	Auto Workers (CLC)	402	WS
Fiberglas Canada Ltd., Textile and Chemical Plant, Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	312	B
Flintings Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	720	PCB
Frankel Structural Steel Ltd., Toronto	Structural Iron Workers (AFL-CIO/CLC)	290	CO

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	550	B
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	500	B
Gates Rubber of Canada Ltd., Brantford	Rubber Workers (AFL-CIO/CLC)	350	PCB
Glendale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	340	B
Goodrich, B.F., Canada Ltd., Kitchener and Waterloo	Rubber Workers (AFL-CIO/CLC)	650	B
Government of Canada (Treasury Board)**	Professional Assn. of Foreign Service Officers (Ind.)	980	B
Grand Valley Construction Assn.	Labourers (AFL-CIO/CLC)	560	PCB
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	ARB
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,300	B
Hamilton Board of Education	CUPE (CLC) (caretakers and mainte- nance empls.)	272	B
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,370	B
Hamilton Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,135	B
Hamilton City	Fire Fighters (AFL-CIO/CLC)	410	B
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	735	CO
Hamilton and District Sheet Metal Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC) (sheet metal workers)	472	PCB
Hamilton-Wentworth Regional Board of Commissioners of Police, Hamilton	Hamilton-Wentworth Police Assn. (Ind.)	625	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	1,100	B
Harvey Woods Ltd. (Underwear and Hosiery Div.) and Kroy Unshrinkable Wools Ltd., Toronto and Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	530	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	590	B

**Federal jurisdiction.

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Stings County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	520	B
Wm. Siddeley Canada Ltd. (Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	860	CO
Wesley-Dana Ltd., St. Catharines and Thorold	Auto Workers (CLC)	1,650	PCB
John T. Hepburn Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	B
St. Michel Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200	CO
W. H. Oshawa Ltd., Oshawa	Auto Workers (CLC)	500	CO
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	1,500	PCB
St. Catharines County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	600	B
St. Catharines County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	500	B
St. Catharines City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC) (office, clerical, tech- nical, maintenance and service empls.)	335	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	450	ARB
St. Catharines City Corp., Transit Div.	Railway, Transport and General Workers (CLC)	208	B
St. Catharines Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	MED
St. Catharines Ltd., Toronto	Cdn. Brewery Workers (CLC)	313	PCB
St. Catharines Board of Education, Thunder Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	635	B
St. Catharines Board of Education, Thunder Bay	Ont. Secondary School Teachers' Fed. (OTF)	580	B
St. Catharines Terminal Elevators (various companies), Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO
St. Catharines County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	B
St. Catharines County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	B
St. Catharines and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	545	B
St. Catharines County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	975	B

Federal jurisdiction.

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	770	B
Loblaws Ltd., Warehouse and Divisional Dept., province-wide	Cdn. Retail Employees (CLC)	385	B
London Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,300	B
London Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,090	B
London City Police Force	Police Assn. (Ind.) (policemen and civilian empls.)	443	B
London Electrical Contractors Assn.	Electrical Workers (IBEW)(AFL- CIO/CLC)	369	PCB
London Transportation Commission	Transit Union (AFL-CIO/CLC)	340	B
Mansfield-Denman General Company Ltd., Barrie	Rubber Workers (AFL-CIO/CLC)	620	B
McGregor Hosiery Mills Ltd., Toronto	Canadian Textile and Chemical Union (Ind.)	250	B
McKellar General Hospital, Thunder Bay	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	ARB
Metropolitan Toronto School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	11,275	B
Metropolitan Toronto School Board	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	9,055	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	241	B
Molson's Brewery (Ontario) Ltd. and W. J. Hyatt Transport, Toronto	Cdn. Brewery Workers (CLC)	625	B
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	233	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	290	ARB
Mount Sinai Hospital, Toronto	Service Empls. (AFL-CIO/CLC) (office and clerical empls.)	200	PCB
National Auto Radiator Mfg. Co. Ltd., Windsor	Auto Workers (CLC)	320	PCB
National Grocers Co. Ltd., southern Ontario	Retail, Wholesale Employees (AFL-CIO/ CLC)	270	CO
National Grocers Co. Ltd., various locations	Teamsters (Ind.) (drivers, maintenance empls. and warehousemen)	300	B
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (Ind.) (clerical empls.)	324	B
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (operational category, super- visory and non-supervisory)	289	B

**Federal jurisdiction.

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Niagara Falls City Corp.	CUPE (CLC) (clerical, service and maintenance empls.)	300	MED/WS
Niagara Regional Municipality	CUPE (CLC) (inside and outside empls.)	450	MED/WS
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	458	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	945	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	B
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (CLC)	400	B
North Bay City Corp.	CUPE (CLC)	200	B
North York Borough	CUPE (CLC) (inside empls.)	510	CO
North York Borough Hydro-Electric Commission	CUPE (CLC)	325	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	515	CO
North York Public Library Board, Toronto	CUPE (CLC)	350	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	600	B
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	CO
Orton Company Electric Furnace Plants, Chippawa	Int'l. Chemical Workers (AFL-CIO/CLC)	310	CO
Ontario Acoustical Assn.	Carpenters (AFL-CIO/CLC)	1,450	CO
Ontario Acoustical Assn.	Painters (AFL-CIO/CLC)	400	B
Ontario Construction Labour Relations Assn.	Labourers (AFL-CIO/CLC)	2,000	CO
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees' Union (Ind.) (academic staff, librarians and counsellors)	6,155	B

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	3,500	B
Ontario Government (Working Conditions)	OPSEU (Ind.) (classified public servants)	54,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	670	ARB
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	800	ARB
Ontario Hydro (J. Clark Keith G.S. Unit and Richard L. Hearn G.S. Unit), Toronto and Windsor	Cdn. Operating Engineers (CCU)	300	B
Ontario Interior Systems Contractors Assn., province- wide	Painters (AFL-CIO/CLC)	400	B
Ontario Jockey Club (Standard- bred Div.)	Service Empls. (AFL-CIO/CLC)	300	B
Ontario Jockey Club (Thorough- bred Div.)	Service Empls. (AFL-CIO/CLC)	450	B
Ontario Liquor Control Board and Ontario Liquor Licence Board, province-wide	Liquor Control Board of Ont. and Liquor Licence Board of Ont. Employees' Assn. (Ind.)	3,500	B
Ontario Painting Contractors Assn.	Painters (AFL-CIO/CLC)	2,500	CO
Ontario Painting Contractors Assn. (Residential Section)	Painters (AFL-CIO/CLC)	350	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,215	B
Ottawa City	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City	Ottawa Police Assn. (Ind.)	680	B
Ottawa City Hydro-Electric Commission	CUPE (CLC)	202	MED
Ottawa City and Regional Municipality of Ottawa- Carleton	CUPE (CLC) (civic empls.)	3,090	B
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	925	CO
Ottawa Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL- CIO/CLC)	1,000	PCB
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	ARB

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
xford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	525	B
atons & Baldwins (Canada) Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	289	B
eel Board of Education	Caretakers' Assn. (Ind.)	362	B
eel Board of Education	CUPE (CLC) (office and clerical empls.)	480	B
eel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,350	B
eel Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	MED
eel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	385	B
erley Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time empl.)	238	CO
erth County Board of Education	Teachers Federations	370	MED
eterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empl.)	342	CO
eterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	550	B
ilips Electronics Ltd., Toronto	Electrical Workers (IBEW) (AFL-CIO/CLC)	250	CO
illips Cables Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	575	B
ilkington Brothers (Canada) Ltd. (Pilkington Glass Mfg. Div.), Scarborough	Glass and Ceramic Workers (AFL-CIO/ CLC)	640	CO
ipe Line Contractors Assn. of Canada	Labourers (AFL-CIO/CLC)	1,000	B
ipe Line Contractors Assn. of Canada	Teamsters (Ind.)	200	B
relli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	200	B
rocor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	200	B
rovincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	B
EA Limited, Midland	Electrical Workers (IUE) (AFL-CIO/CLC)	860	B
ed Decorative Products Ltd., Toronto	Cdn. Paperworkers (CLC)	300	B
erside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	ARB
ckwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	265	B
wntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	755	CO

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.)	234	CO
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	CO
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	CO
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	375	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	CO
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	610	PCB
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	CO
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	ARB
Sangamo Co. Ltd., Toronto	Machinists (AFL-CIO/CLC)	310	B
Scarborough Borough	Fire Fighters (AFL-CIO/CLC)	370	ARB
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	PCB
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.)	560	CO
Scarborough Public Utilities Commission, Hydro, Water and Gas Div.	Electrical Workers (IBEW)(AFL-CIO/CLC)	240	B
Seiberling Rubber Co. of Canada, Toronto	Rubber Workers (AFL-CIO/CLC)	290	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,250	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	900	B
Simmons Ltd., Bramalea	Electrical Workers (UE)(CLC)	200	B
A.G. Simpson Co. Ltd.	Employees' Assn. (Ind.)	350	B
Sklar Furniture Ltd. (Chair and Meridian Furniture Divs.), Toronto	Steelworkers (AFL-CIO/CLC)	366	CO
Square D Co. Canada Ltd., Toronto	Electrical Workers (UE)(CLC)	200	B
Stormont, Dundas and Glengarry Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	550	B
Sudbury Board of Education	CUPE (CLC)	450	B
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	645	B

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
udbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	895	B
udbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	1,055	B
udbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	CO
udbury Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	450	PCB
udbury Mechanical Contractors Assn.	Sheet Metal Workers (AFL-CIO/CLC)	250	(C)
unar Ltd., Steel Div., Waterloo	Steelworkers (AFL-CIO/CLC)	251	B
unnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	PCB
unnybrook, Wellesley, Toronto East General & Orthopaedic and Baycrest Hospitals, Toronto	Service Empls. (AFL-CIO/CLC) (office and clerical empls.)	810	ARB
utton Place Hotel, Toronto	Hotel Empls. (AFL-CIO/CLC)	240	B
AS Communications Services, Toronto	Communications Workers of Canada (CLC)	277	B
CF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
hunder Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	225	CO
hunder Bay City Police	Police Assn. (Ind.)	209	ARB
hunder Bay Construction Assn.	Carpenters (AFL-CIO/CLC)	500	B
hunder Bay Grocery Stores	Retail Clerks (AFL-CIO/CLC)	426	B
oronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	700	CO
oronto City Board of Education (Public Schools Sector)	CUPE (CLC) (office and clerical empls.)	210	CO
oronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	300	B
oronto East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	550	PCB
oronto Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	4,000	PCB
oronto General Hospital	Ont. Nurses' Assn. (Ind.)	840	CO
oronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	800	CO
oronto Masonry Contractors Assn. (bricklayers and bricklayers assistants)	Bricklayers and Masons Independent Union (CCU)	1,600	PCB

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'r Stage
Toronto Mechanical Contractors Assn. (Metropolitan Plumbing and Heating Contractors Div.)	Plumbers (AFL-CIO/CLC)	1,200	B
Toronto Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	615	B
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens	4,200	B
Toronto Star Ltd.	Various Unions (AFL-CIO/CLC)	391	MED
Toronto Star Ltd., Mailing Room	Printing and Graphic Communications (AFL-CIO/CLC)	250	B
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,380	B
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	CO
United Co-operatives of Ontario, Tend-R-Fresh Plant, Petersburg	Foodworkers (AFL-CIO/CLC)	219	CO
University of Guelph	University of Guelph Staff Assn. (Ind.)(office, clerical, laboratory and technical empls.)	650	B
University of Waterloo (Plant Operations and Food Services Dept.)	CUPE (CLC)	395	B
University of Windsor (Maintenance Dept.)	CUPE (CLC)	225	B
VS Services Ltd., province-wide	Teamsters (Ind.)	200	B
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.)(full-time empls.)	470	ARB
Wabasso Ltd. (Empire Div.), Welland	United Textile Workers (AFL-CIO/CLC)	550	B
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,600	B
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	975	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	800	B
Waterloo Regional Police Force	Police Assn. (Ind.)	418	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	580	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	B

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	510	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	560	B
White Farm Equipment (Canada) Ltd., Brantford	Auto Workers (CLC)	850	CO
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	MED
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	B
Windsor City	CUPE (CLC) (inside empls.)	530	CO
Windsor City (Public Works and Parks and Recreation Depts.)	CUPE (CLC) (service and maintenance empls.)	400	B
Windsor Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	215	PCB
Windsor Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	325	CO
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	CO
Windsor Raceway Holdings Ltd.	Service Empls. (AFL-CIO/CLC)	230	B
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	760	B
Windsor Utilities Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	225	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	ARB
Work County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300	B
Work County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,300	B
Work County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	910	B
Work Regional Municipality Police Dept.	Police Assn. (Ind.)	285	B
Yehr's Markets Ltd., Guelph	Diamond Z Assn. (Ind.)	288	CO

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
<u>More Than One Province</u>			
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,700	CO
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,515	CO
Burns Foods Ltd., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	1,950	B
CP Air, system-wide**	Air Line Pilots (Ind.)	600	CO
CP Air, system-wide**	Machinists (AFL-CIO/CLC)	1,730	B
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC)	1,300	B
Canada Cement Lafarge Ltd., N.S., N.B., Que., Ont., Man., Sask. and Alta.	Cement Workers (AFL-CIO/CLC)	735	B
Canada Packers and Wilsil, Ltd., P.E.I., Que., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	5,500	PC
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (AFL-CIO/CLC)	2,645	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,965	B
Government of Canada (Treasury Board)**	Air Traffic Employees (Ind.)	2,165	CB
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,490	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC)	2,890	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	16,700	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,235	B
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	3,890	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	19,280	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (biological sciences group)	765	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (commerce group)	1,465	B

**Federal jurisdiction.

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (computer system administration group)	2,040	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (historical research group)	239	ARB
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (meteorology group)	505	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (nursing group)	2,110	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (physical sciences group)	545	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (scientific research group)	2,025	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (translation group)	1,065	CB
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (auditing group)	2,500	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,905	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters group, supervisory and non-supervisory)	1,535	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,935	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,610	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non- supervisory)	4,155	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,315	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,080	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, super- visory and non-supervisory)	2,970	B
National Research Council, Canada-wide**	Professional Institute (Ind.) (research officer and research council officer grades)	850	B
National Research Council, Canada-wide**	Research Council Employees' Assn. (technical empls.)	1,050	B
Swift Canadian Co., Ltd., Ont., Man., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	1,995	B
Upper St. Lawrence Shipping, Great Lakes and St. Lawrence River**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	525	B

*Federal jurisdiction.

Negotiations in Progress during May 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
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Definition of Codes for Negotiation Stages

B - Direct Bargaining

DMO - Direct Mediation Officer

CO - Conciliation

CB - Conciliation Board

MED - Mediation

PCB - Post Conciliation Bargaining

ARB - Arbitration

WS - Work Stoppage

B/WS - Bargaining After a Work Stoppage

Med/WS - Mediation During a Work Stoppage

F - Fact Finder

PMB - Post Mediation Bargaining

PFB - Post Fact Finder Bargaining

(R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in June 1977

Employer and Location	Union	No. of Empls.
Aimco Automotive Inds., Div. of Aimco Industries Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	245
Air Canada, Passenger Service Dept., Province-wide	Air Line Flight Attendants (CLC)	1,141
Bestview Holdings, Intercity	Christian Labour Assn. (Ind.)	250
Boilermaker Contractors Assn., Province-wide	Boilermakers (AFL-CIO/CLC)	1,400
Caldwell Linen Mills, Matilda	United Textile Workers (AFL-CIO/CLC)	387
Carleton University, Ottawa	Carleton University Support Staff Assn. (Ind.)	650
Carleton University, Ottawa	Carleton University Academic Staff Assn. (Ind.)	640
Canadian Automotic Sprinkler Assn., Province-wide	Plumbers (AFL-CIO/CLC)	700
Canadian Standards Assn., Toronto	CUPE (CLC)	290
Colgate-Palmolive Ltd., Toronto	Intl. Chemical Workers (AFL-CIO/CLC)	321
Consumers Glass Co., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	670
Cooper Tool Group Ltd., Port Hope	Steelworkers (AFL-CIO/CLC)	249
Crown Cork and Seal Co., Toronto	Employees' Assn. (Ind.)	219
Domtar Packaging, Corrugated Containers, Etobicoke	Intl. Chemical Workers (AFL-CIO/CLC)	286
Durham Regional Municipality	CUPE (CLC)	315
Eaton Yale, Forestry Equip. Div., Woodstock	Molders (AFL-CIO/CLC)	400
Globe and Mail, Editorial, Toronto	Newspaper Guild (AFL-CIO/CLC)	231
GSW Appliances, GSW Home Service Div., Toronto	Steelworkers (AFL-CIO/CLC)	600
Halton County Board of Education	CUPE (CLC)	201
Houdaille Oshawa Ltd., Oshawa	Auto Workers (CLC)	500
International Harvester Co. of Canada, Chatham	Auto Workers (CLC)	1,500
Kroehler Mfg. Co., Plant 5, Stratford	Upholsterers (AFL-CIO/CLC)	323
Liquor Control Board and Liquor Licence Board of Ontario, Province-wide	LCBO and LLBO Employees' Assn. (Ind.)	3,500
London Transportation Commission	Transit Union (AFL-CIO/CLC)	340
Mansfield-Denman General Co., Tire Div., Barrie	Rubber Workers (AFL-CIO/CLC)	620
National Research Council, Research Officers Group, Canada-Wide	Professional Institute (Ind.)	770

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in June 1977 (Cont'd)

Employer and Location	Union	No. of Empls
Ontario Hydro, Hearn and Keith G.S. Units, Toronto and Windsor	Canadian Operating Engineers (CCU)	300
Peel Board of Education	Caretakers Assn. (Ind.)	362
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	480
Ryerson Polytechnical Institute, Instructors, Toronto	Ryerson Faculty Assn. (Ind.)	500
Seiberling Rubber Co. of Canada, Toronto	Rubber Workers (AFL-CIO/CLC)	290
Sklar Furniture Peppler Div., Hanover	Woodworkers (AFL-CIO/CLC)	312
Square D Co. Canada, Toronto	Electrical Workers (UE) (CLC)	200
Sudbury Board of Education	CUPE (CLC)	450
TAS Communications Services, Toronto	Communications Workers of Canada (CLC)	277
TCF of Canada, Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	300
Toronto Metropolitan RCSS Board	CUPE (CLC) (Maintenance, Services and Plant Empls.)	615
Toronto Metropolitan RCSS Board	CUPE (CLC) (Office, Clerical & Technical Empls.)	250
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,380
Treasury Board of Canada, Internal Mail Operations Group, Province-wide	Postal Workers (CLC)	3,500
Treasury Board of Canada, Meteorology Group, Province-wide	Professional Institute (Ind.)	233
Treasury Board of Canada, Postal Operations Non-Supervisory, Province-wide	Letter Carriers (CLC)	3,000
University of Guelph, Veterinary and Agriculture Colleges, Guelph	University of Guelph Staff Assn. (Ind.)	650
University of Toronto Libraries, Toronto	CUPE (CLC)	401
University of Waterloo, Plant and Food Services, Waterloo	CUPE (CLC)	395

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
June 1977

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour



Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1977, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in June 1977 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in June 1977. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in July 1977.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

July 27, 1977

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Highlights

Meat Packing Industry Settlements. The 1977 negotiations were again co-ordinated on a country-wide basis by the Canadian Food and Allied Workers Union acting on behalf of their 11,000 members employed by four major meatpacking firms, including about 4,000 workers in Ontario. The first settlement was concluded in mid-June at Canada Packers. The one-year agreement, covering 5,800 employees in twelve locations across Canada, was settled at the mediation stage of bargaining and provided a general wage increase of 41 cents per hour. It also included a new dental plan, higher separation, weekly indemnity and pension benefits and a number of other improvements. The settlement was subsequently approved by the AIB. Similar contract terms were tentatively agreed with Swift Canadian and Burns Foods also in June but were rejected in the initial ratification vote; these terms, with only slight modification, were eventually accepted in early July.

Cement Workers Settlement. A national agreement, covering 610 employees of Canada Cement Lafarge employed at eight plants in six provinces (including three in Ontario), was concluded in June between the company and the Cement, Lime, Gypsum and Allied Workers. Agreement was reached in direct bargaining, in contrast to the last round of negotiations, which resulted in a two-month strike. To facilitate the current talks, three union sub-committees were established to deal with the issues of apprenticeship, contract restructuring, and doubletime payments. The new one-year agreement provided for a general wage increase of 37 cents per hour, a COLA fold-in of 44 cents, and a 35 cents adjustment for tradesmen. The existing cost-of-living formula was continued but with the addition of a trigger clause. Other changes included a reclassification of some jobs and an increase in the bonus rate for packers, higher overtime rates for work on paid holidays, and improved provisions covering vacations, weekly indemnity, pensions and supplementary unemployment benefits. A new apprenticeship program was also introduced.

Glass Workers Settlements. The United Glass and Ceramic Workers concluded a settlement with Domglas Ltd. covering 700 production and maintenance employees at the company's Hamilton plant. This agreement traditionally establishes the settlement pattern for the union's other agreements with the company at the plants in Wallaceburg and Bramalea. The Hamilton settlement, reached with the help of a provincial mediator, provided a 65 cents per hour general wage increase over a two-year period, plus a 15 cents COLA fold-in. The cost-of-living provision was discontinued, although, contingent on AIB approval, an additional allowance may be granted in the second year of the contract if the CPI increase exceeds the current 6 per cent protection factor. Other improvements included higher shift premiums and pension benefits, and an equalization of insurance coverage for males and females. The company agreed to abandon its legal

action against the union for damages caused by worker participation in the October 14, 1976, day of protest against the anti-inflation controls.

The same union, representing 665 hourly employees at the Scarborough plant of Pilkington Brothers (Canada), agreed to a one-year contract providing a general wage increase of 40 cents per hour, plus a COLA fold-in of 35 cents and a further wage adjustment for skilled trades. Part of the general increase was withheld pending AIB approval. The present COLA provision became inoperative for the duration of the new contract. Earlier in April, the Glass Workers' Union negotiated a 24-month renewal agreement covering 325 workers at L.O.F. Glass of Canada in Collingwood. General wage increases were 7½ per cent in each year of the contract, with a 45-cent COLA fold-in. The existing COLA clause, with an added trigger point, was retained and becomes effective in the second year of the contract. The agreement also contained a number of improvements in fringe benefits and working conditions.

Grainhandlers Settlement. Six grain companies, operating 18 elevators in Thunder Bay, reached a 13-month renewal agreement covering 1,500 members of the Brotherhood of Railway, Airline and Steamship Clerks. Major issues in the negotiations included pay parity with west coast workers and improvements in working conditions through elimination of dust and poisons from the workplace. The settlement, achieved with the help of a federal conciliator, provided a general wage increase of 60 cents per hour, plus a COLA fold-in of 25 cents. The triggered cost-of-living formula was improved, to take effect in 1978. In addition to improvements in health and welfare benefits, the parties agreed to discuss the introduction of a universal pension plan for the industry. Contract provisions governing safety were expanded to provide for regular meetings between company and union safety committee representatives, and to give the safety committee the right to request information on pollution control and on poisons used in any process.

Telephone Operators Settlement. Bell Canada and the Communications Union Canada (CUC) concluded an 18-month renewal agreement covering 8,000 traffic operators and dining service employees in Ontario and Quebec. The tentatively approved contract offer, based on a previously rejected federal conciliator's report, was ratified in early June. Whilst the ratification vote was being tabulated, the operators in Montreal, Toronto and other smaller centres in both provinces staged periodic work stoppages to protest the lengthy negotiations, lack of communication between union leaders and the membership, and the proposed contract terms. The key issues in the negotiations were salaries, wage disparities between various regions and severance pay for operators affected by the introduction of automated equipment. The new contract provided for average wage increases ranging between 10-11 per cent, retroactive to the November 24, 1976, expiry date of the previous agreement, and a wage reopener in

the last year of the contract. The cost-of-living formula was amended, providing for further wage adjustments in event of a CPI increase exceeding 6 per cent annually. Other changes included adjustments in class and zone wage rates and in some wage differentials, a reduction in hours of work on night tours, improved overtime rates for work on weekends and holidays, an improved sick leave provision and a job guarantee for employees with 10 years' service.

The CUC settlement finalized the 1976 round of bargaining between Bell Canada and three unions representing about 36,000 telephone employees across the country. The two earlier settlements, with the Canadian Telephone Employees' Association and the Communication Workers of Canada, were subsequently rolled back by the AIB.

Hotel and Catering Settlements. Three independent bargaining situations involving a total of 1,750 hotel and catering employees were resolved during June. The Hotel Association of Metropolitan Toronto concluded an 18-month agreement with the Hotel Employees Union representing 900 waiters and bartenders employed in a number of taverns and small hotels in the Metro Toronto area. The new contract, settled at the conciliation officer stage, called for a total general wage increase of 6 per cent in two stages and retention of a triggered cost-of-living provision. A 13-month agreement covering 350 members of the Railway, Transport and General Workers employed at the Chateau Laurier Hotel in Ottawa provided a two-stage hourly wage increase of 35 cents for non-gratuity employees and 30 cents for gratuity earners, with additional pay adjustments for maintenance workers. Amongst the other improvements negotiated was the introduction of a new extended health care plan. Finally, following prolonged negotiations and the intervention of a provincial mediator, the Service Employees Union reached agreement with the Canadian National Institute for the Blind (CNIB) on a 24-month province-wide contract covering 500 employees of the Institute's Caterplan Services Division. After the parties had reached basic agreement on a wage increase in mid-March, the dispute became deadlocked over union proposals for a guaranteed 37½ hour week and prior consultation on reductions in working hours. The union decided to call a boycott of CNIB shops and cafeterias instead of a work stoppage. The boycott was lifted in June when a new agreement was ratified. It provided a two-stage wage increase of 41 cents per hour, with a COLA fold-in of 16 cents. The previous cost-of-living provision was discontinued.

Earlier, in April, the Railway, Transport and General Workers, certified last September as bargaining agent for about 270 employees at CN Tower Restaurants in Toronto, negotiated a first agreement with the assistance of a conciliator. The one-year settlement provided general wage increases ranging between 17-43 cents per hour, and the employer agreed to pay 50 per cent of the premiums for a new life insurance and drug plan.

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FOOD AND BEVERAGE

Canada Packers Ltd. at Charlottetown, P.E.I., Hull and Montréal, Qué., Bramalea and Toronto, Ont., Winnipeg, Man., Moose Jaw, Sask., Calgary, Edmonton, Red Deer and Lethbridge, Alta. and Vancouver, B.C. - Various locals, Canadian Food and Allied Workers (AFL-CIO/CLC): An 11½-month renewal agreement effective from June 16 1977 to May 31, 1978, covering 5,800 employees, settled at the mediation stage. Duration of negotiations - 5 months.

The terms of the agreement have been approved by the Anti-Inflation Board.

Wages: Effective June 1/77

General Increase 41¢*

Prince Edward Island

Labourer \$6.385
((\$5.945))

Millwright \$7.585
((\$7.145))

Québec, Ontario, Manitoba, Saskatchewan, Alberta

Labourer \$6.44
((\$6.03))

Millwright \$7.82
((\$7.41))

British Columbia

Labourer \$6.485
((\$6.075))

Millwright \$7.865
((\$7.455))

*Employees in Charlottetown receive an additional 3¢ per hour.

Paid Vacation: 2 weeks (1 week) after one year. Also 3 weeks after 5 years, 4 weeks after 15 years and 5 weeks after 22 years (unchanged).

Health and Welfare:	<u>Weekly Indemnity</u>	<u>1st 4 weeks</u>	<u>5th and subsequent weeks</u>
	Group 1	\$131 (\$122)	\$136 (\$127)
	Group 2	\$140 (\$131)	\$145 (\$136)
	Group 3	\$149 (\$139)	\$154 (\$144)

Dental Plan (new) - Effective June 1, 1977, plan pays 80% of eligible expenses for basic, periodontal and endodontic services 50% for dentures, to maximum of \$500 per year for each employee or dependent. No deductible. Employer pays 100% of premium.

Pension Plan: Basic Benefit (non-contributory plan) - Effective April 2, 1977, for all full-time employees under age 65 and future full-time employees, \$2.60 (\$2.43) per month per year of service to a maximum of 30 years, guaranteed five years.

Past Service Improvement (contributory plan)

<u>Period</u>	<u>Amount of Benefit (month/year/service)</u>
Apr. 1/48 - Mar. 31/58	\$4.70 (\$3.25)
Apr. 1/58 - Dec. 31/75	\$3.20 (\$2.00)
Jan. 1/76 - Mar. 31/78	\$1.00 (unchanged)

Deferred Annuity - For employees with 20 years' service or 10 years' service and age 45 or over, who terminate employment before retirement otherwise than by death, a deferred annuity will be payable from normal retirement date equal to the benefit accumulated to the time of termination.

Separation Allowance: \$175 (\$160) for employees with 1 year of service to maximum of \$2,540 (\$2,365) for 20 years plus \$195 (\$180) for each year of service beyond 20.

Clothing Allowance: Maximum \$12 every 3 years for quilted liners and vests (new).

Safety Shoes Allowance (new): Maximum \$12 per year.

Tool Allowance: Maximum \$35 (\$26) per year.

Rowntree Mackintosh Canada Ltd. at Toronto - Local 461, Retail Wholesale Union (AFL-CIO/CLC): A 12-month renewal agreement effective from March 1, 1977 to February 28, 1978, covering 755 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages: Effective Mar. 1/77

Increases:

Present Merit Maximum Rates

Up to \$4.245	31¢
From \$4.385 to \$5.245	36.5¢
\$5.70 and above	48¢

Job Grade D-2 (incl. Gen. Labourer - Heavy)	\$4.31-\$4.465 (\$4.00-\$4.155)
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Electronics Technician	\$7.00-\$7.30* (\$6.52-\$6.82)
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*Merit maximum rates in the Service Maintenance classification are now reached automatically in 1 year (previously at the discretion of management).

Cost of Living Allowance: 1¢ for each $\frac{1}{2}\%$ or fraction thereof, that the Consumer Price Index exceeds a $3\frac{1}{2}\%$ increase in a specified preceding 6-month interval, calculated in September 1977 and March 1978, with a maximum 6¢ increase on each occasion (formula unchanged).

Paid Holidays: One floating holiday added for a total of 11 days. The added holiday is subject to the approval of the overall agreement by the AIB.

Health and Welfare: Weekly Indemnity - 66 $\frac{2}{3}\%$ of salary (unchanged) to U.I.C. maximum benefit level (previously \$133 maximum).

Safety Shoes Allowance (new): \$20 per year.

Tool Allowance: \$70 (\$50) per year.

Trade Licences: Employer pays full cost of required trade licences (new).

Carling O'Keefe Breweries of Canada Ltd. and Carling O'Keefe Transport Ltd. at Toronto and Waterloo - Locals 173, 304 and 325, Canadian Brewery Workers (CLC): Four 12-month renewal agreements (2 covering plant employees and 2 covering transport employees) effective from January 1, 1977 to December 31, 1977, covering total of 615 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Holdback: Improvements shown below will be held in abeyance pending review by the Anti-Inflation Board.

Wages:	Effective	<u>Jan. 1/77</u>	<u>May 1/77</u>
	General Increases	\$1	13¢
	<u>Plant Employees</u>		
	Mechanics Helper - Junior	\$7.97 (\$6.97)	\$8.10
	Maintenance Mechanic "A"	\$9.46 (\$8.46)	\$9.59
	<u>Transport Employees</u>		
	Driver's Helper	\$7.99 (\$6.99)	\$8.12
	Highway Tractor Driver	\$8.17 (\$7.17)	\$8.30
	Mechanic Class "A"	\$9.46 (\$8.46)	\$9.59

Cost of Living Allowance: The previous agreement did not contain a provision for COLA but a COLA formula was implemented midway through the agreement. The formula is now discontinued and the 43¢ generated plus an additional 20¢ will be paid as a float until December 31, 1978.

Shift Premium: 0-35¢-55¢ (0-25¢-30¢).

Paid Holidays: Effective in 1978, January 2 will be added for a total of 11.

Health and Welfare: Life Insurance - Effective July 1, 1977, \$18,000 (\$12,000).
A.D. & D. - Effective July 1, 1977, \$18,000 (\$10,000).
Sick Leave - 6 days at job rate (6 days at \$35 per day).
Weekly Indemnity - 70% (66 2/3%) of weekly wages.
Dental Plan - Effective July 1, 1977, 100% (50%) reimbursement of eligible expenses for Basic Services.

Pension Plan: Minimum Guarantees Through Supplements if Necessary
Normal Retirement (Age 65)
With 30 years of service - \$620 (\$500) per month less Canada Pension Plan benefits.
With less than 30 years - The above amount is pro-rated and reduced by the amount of accrued pension at normal retirement.
Early Retirement (Age 60 but less than 65)
With 30 years of service - \$720 (\$500) per month prior to Canada Pension Plan benefit eligibility; thereafter, a total of \$620 per month, including CPP benefits.

Guaranteed Wage Plan: During Layoff - 70% of straight time hourly rate for employees with more than 1 year of seniority. (Previously 60% for employees with less than 7 years and 70% for employees with 7 or more years.) Period of benefits ranges from 15 to 78 weeks according to years of service (unchanged).
Separation Pay - 1 week's base earnings times years of service (unchanged) plus \$75 (previously \$38 for employees with less than 7 years and \$47 for employees with 7 or more years) multiplied by the number of unused weeks of benefit entitlement which an employee has to his credit at date of separation.

Bereavement Leave: Daughter-in-law and son-in-law are added to list of immediate family, with duration of paid leave at the Company's discretion - generally 3 consecutive days. Paid leave to attend funeral of other in-laws or a grandparent (previously paid funeral leave applied only to a brother-in-law or sister-in-law).

Tool Allowance: \$175 (\$100) per year.

Meal Allowance: \$3 (\$2).

Safety Shoes Allowance: \$25 per year maximum.

Labatt's Limited (Metro Toronto Brewery) at Toronto - Local 304, Canadian Brewery Workers (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 313 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/77	May 1/77
	General	\$1.00	13¢
	Increases		
	Brewing Department	\$8.02 (\$7.02)	\$8.15
	Maintenance	\$9.46	\$9.59
	Mechanic A	(\$8.46)	
Cost-of-Living Allowance:	Float of 43¢ increased to 63¢ effective March 1, 1977. Clause is suspended in current agreement.		
Paid Holidays:	Effective in 1978, January 2 is added for a total of 11 (10) day		
Shift Premium:	0 - 35¢ - 55¢ (0 - 25¢ - 35¢).		
Sick Leave:	Effective January 1, 1977, six days at basic rate of pay (\$35 per day) credited annually.		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$18,000 (\$12,000).		
	<u>Weekly Indemnity Plan</u> - Benefits increase to 70% (66 2/3%) of weekly earnings payable, as previously, on a 1-4-26 basis.		
	<u>Dental Plan</u> - Employer pays 50% of cost of basic dental plan with no deductibles.		
Pension Plan:	Minimum of \$620 per month from company and Canada Pension Plan for employees at age 65 with 30 years of service. Pro-rated for employees with less than 30 years.		
	<u>Early Retirement</u> - Minimum of \$720 per month from company for employees at age 60 with 30 years of service. At age 65, pension of \$620 per month from company and Canada Pension Plan.		

RUBBER AND PLASTICS PRODUCTS

B.F. Goodrich Canada Ltd. Industrial Products Plant - (formerly Commercial Products Plant) at Kitchener and Waterloo - Local 73, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1977 to May 31, 1980, covering 580 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/77</u>	<u>June 1/78</u>	<u>June 1/79</u>
	COLA Fold-in	21¢		
	General Increases (Hourly rated)	28¢	22¢	18¢
	Adjustments (Skilled Trades)	10¢	10¢	
	Inequity Adjustment (Designated motor truck and tractor trailer drivers)	15¢		
Incentive employees will receive increases approximately equivalent to the increases for hourly rated employees.				
	Sweeper	\$5.39 (\$4.90)	\$5.61	\$5.79
	Electrician	\$7.25 (\$6.66)	\$7.57	\$7.75

Cost of Living Allowance: 1¢ per 0.3 increase in the average Consumer Price Index (1971=100) over a 3-month period, based on the average CPI for April, May and June of each year - a total of 11 adjustments with any COLA generated folded in at the end of each year (see Dental Plan).

(Previously, quarterly adjustments of 1¢ per 0.45 change in the average CPI over the appropriate base after an initial increase of 3½% - 1961=100.)

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Minimum Vacation Pay: \$160 (\$125) per week of vacation. Applies only in those cases involving shortage of work time credits due to illness or accident.

Health and Welfare: Life Insurance and A.D. & D. - \$11,500 (\$9,500).

Life Insurance for Retirees - \$5,500 (\$4,500) coverage for eligible employees who retire after June 5, 1977 (ratification date).

Transition Survivor Income Benefit - \$200 (\$175) per month to a maximum overall payment of \$4,800 (\$4,200).

Bridge Survivor Income Benefit - \$200 (\$175) per month less any applicable offsets under the Canada Pension Plan. Eligibility age for spouse reduced to 47 (50) years.

Sickness and Accident Plan - \$147 (\$125) per week maximum.

Extended Health Plan - \$60 (\$40) coverage per employee and dependents once every 2 years for eyeglasses.

Dental Plan (new) - Effective July 1, 1977 the employer pays 100% of premium for a basic preventative plan. Effective October 1, 1977, periodontal, endodontic, surgical and prosthetics coverage will be added, funded through a quarterly diversion of 4¢ COLA. Coverage is to be based on the 1977 Ontario Dental Association fee schedule. The plan will apply to eligible active employees and their dependents and to employees retiring on or after June 1, 1977.

Pension Plan:	For Retirements <u>On or After</u>	<u>Basic Benefit</u> (per month per year of service)	<u>Supplementary Benefit</u> (per month per year of service to maximum of 25 years)
	June 1/77	\$10.25 (\$9.25)	\$9.50 (\$8.00)
	June 1/78	\$11.00	\$9.25
	June 1/79	\$11.75	\$9.00

Spouse Option (new) - Benefit equal to 50% of employee's actuarially reduced basic monthly benefit.

Supplemental Unemployment Benefit Plan: Employer Contribution - Ranges from 2¢ when the fund stands at \$750 per employee to 12¢ when the fund stands at \$150 per employee (2¢ - 10¢).

Safety Shoes Allowance: \$8 (\$4) per year.

Employee Continuing Education Program (new): Employer will provide funding for approved job related educational programs.

Seiberling Rubber Company at Toronto - Local 118, Rubber Workers (AFL-CIO/CLC):
A 36-month renewal agreement effective from June 16, 1977 to June 15, 1980, covering 290 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 16/77</u>	<u>June 18/78</u>	<u>June 17/79</u>
	COLA	21¢		
	Fold-in			
	General Increases	30¢	24¢	20¢
	Additional Adjustments	5¢ for Building Maintenance empls.; 10¢ for other skilled trades empls., Tire Inspectors, Cement House Attendants, Mold Changers, Sort & Label Tires and Drum Maintenance empls.	5¢ for Building Maintenance empls.; 10¢ for other skilled trades empls.	

	<u>June 16/77</u>	<u>June 18/78</u>	<u>June 17/79</u>
Material Handler	\$5.68 (\$5.17)	\$5.92	\$6.12
Electrician	\$7.38 (\$6.77)	\$7.72	\$7.92

Cost of Living Allowance: 1¢ per hour per 0.3 increase in the Consumer Price Index (1971=100), to be adjusted quarterly. (Previously 1¢ per hour per 0.45 increase in the CPI 1961=100).

Shift Premium: 0 - 20¢ - 25¢ (0 - 15¢ - 20¢).

Crown Witness Pay (new): An employee subpoenaed by the Crown as a witness receives his average hourly earnings for time lost on normal schedule shifts, less crown witness pay.

Health and Welfare: Life Insurance and A.D. & D. - \$11,500 (\$9,500) coverage.

Life Insurance for Retirees - \$5,500 (\$4,500) coverage.

Weekly Indemnity Plan - Maximum weekly benefit is \$147 (\$133).

Dental Plan (new) - Effective July 1, 1977, employer pays 100% of cost of premiums for Blue Cross #7 Plan. Payments are based on the 1977 Ontario Dental Association fee schedule. Effective October 1, 1977, Riders #1 and #2 will be added and paid for with monies generated by the COLA provision.

Extended Health Care Plan - Maximum benefit for eyeglasses is \$60 (\$40) for every two years.

Pension Plan: Basic Benefit - Effective June 16, 1977, \$10.25 (\$9.25) per month per year of service. Effective June 16, 1978, \$11.00 per month per year of service. Effective June 16, 1979, \$11.75 per month per year of service.

Supplementary Benefit - Effective June 16, 1977, \$9.50 (\$8.00) per month per year of service, up to a maximum of 25 years. Effective June 16, 1978, \$9.25 per month per year of service. Effective June 16, 1979, \$9.00 per month per year of service.

All past pensioners prior to June 16, 1977 receive an additional \$1 per month per year of service in pension benefits.

Transition and Bridge Benefit - \$200 (\$175) per month.

Survivor's Eligibility - 47 (50) years of age.

TEXTILE

Dobbie Industries Limited, Woollen and Fabric Division at Cambridge - Local 208, National Council of Canadian Labour (Ind.): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 212 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/77</u>	<u>May 1/78</u>
	Increases	24¢-40¢	19¢-32¢
	Finishing Operator 3	\$3.505 (\$3.265)	\$3.695
	Electrician Class 1	\$5.53 (\$5.13)	\$5.85

Paid Vacations: Effective in 1978, 5 weeks (new) after 25 years.

Health and Welfare: Life Insurance- \$4,000 (\$3,000).

Patons & Baldwins (Canada) Limited at Toronto - Local 836, Clothing and Textile Workers' Union (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 308 employees, settled at the conciliation officer stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	30¢*
	Additional Adjustment	25¢ for textile mechanics
	Material Handler	\$3.800 - \$4.035 (\$3.500 - \$3.735)
	Mechanic - Machinery Maintenance Dept.	\$5.405 - \$5.565 (\$4.855 - \$5.015)

Probationary period is 2 months. Maximum rates for Material Handler reached after one 1-year increase and, for Mechanic, after one 2-month increase.

*Note: Increase is subject to approval by the Anti-Inflation Board.

WOOD

Canada Veneers Limited at Pembroke - Local 2754, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from March 1, 1977 to February 28, 1978, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/77</u>
	General Increase	25¢*
	General Help	\$3.64-\$3.69 (\$3.39-\$3.44)
	Class I Maintenance Mechanic	\$4.22 (\$3.97)

*Note: 4¢ of the increase is being withheld pending Anti-Inflation Board approval.

Probationary period is 30 days. Maximum rates for General Help reached after 60 days.

Paid Vacations: 3 weeks after 6 (8) years, 5 weeks (new) after 25 years.

Bereavement Leave: 3 days' paid leave granted upon death of brother-in-law and sister-in-law; 1 day's paid leave granted upon death of grandparents (new).

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd. at Toronto - Independent Greeting Card Workers Union of Canada (Ind.): A 12-month agreement on wages and pension benefits effective from July 4, 1977 to June 30, 1978. The agreement, covering 500 employees, resulted from a reopener provision in the current agreement and was settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 4/77</u>
	General Increase	8%
	General Factory Help	\$3.36-\$3.47 (\$3.11-\$3.21)
	Head Machinist	\$7.02-\$7.95 (\$6.50-\$7.36)

Pension Plan: Basic Benefit - \$5 (\$4) per month per year of service.

Toronto Star Limited - Local 35, Graphic Arts Union (AFL-CIO/CLC); Local 353, Electrical Workers (IBEW)(AFL-CIO/CLC); Local 235, Machinists (AFL-CIO/CLC); and No. N-1 (pressmen and paperhandlers and stereotypers), Printing and Graphic Communications Union (AFL-CIO/CLC): Five 24-month renewal agreements effective from January 1, 1977 to December 31, 1978, covering 335 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/77	Jan. 1/78
	Increases	8.41%, to a maximum of \$28 per week	6.09%, to a maximum of \$22 per week
	Journeyman Paper Handler	\$305.05 (\$281.39)	\$323.63
	Journeyman Machinist, Pressman and Stereotypers	\$361.00 (\$333.00)	\$383.00
	Journeyman Photoengraver	\$360.88 (\$332.88)	\$382.00
	Journeyman Electrician	\$409.45 (\$381.45)	\$431.45
Premium Pay:	Effective date of signing, a rotogravure pressman in charge of the Press Room receives a bonus of 5% (new) over and above the 10% bonus granted him when he is in charge of the press, for a total bonus of 15% over the prevailing shift rate.		
Health and Welfare:	<u>Life Insurance for Retirees</u> - Effective date of signing for full retirees, \$3,000 (\$1,500) coverage.		
Mileage Allowance:	Effective date of signing for Electricians only, 15.9345¢ per mile. (Previously, 9 cents per mile for the first 12,000 miles, 8¢ per mile for the second 12,000 miles, 7 cents per mile for the third 12,000 miles and 6¢ per mile thereafter.)		
Safety Prescription Glasses:	Effective date of signing, employer pays 100% of cost of one replacement pair every two years and 50% of cost of additional replacement pairs. (Previously, employer paid 50% of cost of replacement pairs.)		

PRIMARY METAL

Fittings Ltd. at Oshawa - Local 1817, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979 covering 720 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	May 1/77	May 1/78	Nov 1/78
	<u>General Increases</u>			
	Day Work	45¢	20¢	20¢
	Incentive Workers	30¢	20¢	20¢
	Adjustment (Skilled Trades)	20¢		
	General Labourer	\$5.09 (\$4.64)	\$5.29	\$5.49
	Electrician "A"	\$6.45 (\$5.80)	\$6.65	\$6.85

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Paid Holidays: One day added between Christmas and New Year's for a total of 12 days.

Paid Vacation: Effective in the first year, 2 weeks at 4% after 1 year, 3 weeks at 6% after 6 years and 3 weeks at 8% after 18 years (all unchanged). Effective in the second year, 3 weeks at 8% after 16 years.

Health and Welfare: Life Insurance and A.D. & D. - \$6,500 (\$5,500) coverage.
Sickness and Accident - \$115 (\$85) per week up to 26 weeks.

Pension Plan: Employer Contribution - 33½¢ (27½¢) per hour.

Safety Boots Allowance (new): \$15 per year.

METAL FABRICATING

Dominion Bridge Company Limited, Mount Dennis Plant at Toronto - Local 3390, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 16, 1977 to March 15, 1979, covering 336 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Note: Agreement is subject to approval by the Anti-Inflation Board.

Wages:	Effective	<u>Mar. 16/77</u>	<u>Mar. 16/78</u>
	Increases	44¢-63¢*	40¢-59¢
	Job Class 1 (includes Sweeper)	\$5.15 (\$4.71)	\$5.55
	Job Class 20 (includes Toolmaker-Developer)	\$8.00 (\$7.37)	\$8.59

*Note: 20¢ of this increase is being withheld pending Anti-Inflation Board approval.

Cost of Living Allowance: After a 4.0% increase above the May 1978 Consumer Price Index (1971=100), 1¢ per hour per 0.35 increase in the CPI, to be adjusted quarterly. (Previously, 1¢ per 1% increase in the CPI after a 5% semi-annual increase.)

Paid Holidays: One additional day for a total of 11 (10).

Paid Vacations: Effective March 16, 1977, 3 weeks after 5 (6) years, 4 weeks after 15 (16) years, and 5 weeks after 24 (25) years.
Effective March 16, 1978, 4 weeks after 14 years and 5 weeks after 23 years.

Health and
Welfare:

Life Insurance - \$9,500 (\$7,500).

A.D. & D. - \$9,500 (\$5,000).

Weekly Indemnity Plan - Benefits of \$135 (\$100) per week payable, as previously, on a 1-4-4-26 basis.

Pension Plan:

Basic - Effective March 16, 1977, \$8.00 (\$6.00) per month per year of service. Effective March 16, 1978, \$8.50 per month.

Supplementary - Effective March 16, 1977, \$7.50 (\$6.00) per month per year of service. Effective March 16, 1978, \$8.00 per month.

Procor Limited at Oakville - Local 75, Boilermakers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 24, 1977 to May 24, 1978, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 1½ months.

Wages:

Effective

May 24/77

General Increase

7%

Experienced Helper

\$5.36
(\$5.01)

Machinist "A"

\$7.17
(\$6.70)

Health and
Welfare:

Life Insurance and A.D. & D. - Effective June 16, 1977, \$7,000 (\$5,000) coverage.

Weekly Indemnity Plan - Effective June 16, 1977, weekly benefit is \$125 (\$90) or \$100 (\$70), depending upon employee's wage category.

Pension Plan:

Basic Benefit - Effective January 1, 1978, \$7 (\$6) per month per year of service, retroactive to January, 1964.

Effective January 1, 1978, first year of service is considered to be pensionable service (new).

Cooper Tool Group Limited at Port Hope - Local 6497, Steelworkers (AFL-CIO/CLC):

A 24-month renewal agreement effective from June 1, 1977 to May 31, 1979, covering 249 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:

Effective

June 1/77

June 1/78

General
Increases

30¢

25¢

General
Labourer

\$5.02
(\$4.72)

\$5.27

Electrical
Machinist

\$6.32
(\$6.02)

\$6.57

Cost-of-Living Allowance: 21¢ cost-of-living float generated under previous agreement continues. 1¢ per hour per 0.5 increase in the Consumer Price Index (1971=100). To be adjusted quarterly after a 6% increase in the CPI in each year. (1¢ per hour per 0.3 increase in CPI (1961=100) after a 1.0 increase in each quarter.)

Shift Premium: 0 - 30¢ - 30¢ (0 - 20¢ - 20¢).

Health and Welfare: Life Insurance - \$9,000 (\$8,000).
Weekly Indemnity Plan - Benefits of \$100 (\$80) per week payable, as previously, on an 8-8-26 basis. Effective June 1, 1978, benefits increase to \$120 per week.

Pension Plan: \$8.00 (\$7.00) per month per year of service.

MACHINERY

White Farm Equipment Ltd. at Brantford - Local 458, Auto Workers (CLC): A 36-month renewal agreement effective from May 1, 1977 to April 30, 1980, covering 900 employees, settled at the post conciliation bargaining stage.* Duration of negotiations - 5 months.

*A work stoppage lasting 2½ shifts took place on the day of ratification.

Wages:	Effective	<u>May 1/77</u>	<u>May 1/78</u>	<u>May 1/79</u>
General Increases		3% plus 9¢	3%	3%
COLA Fold-in		\$1.20		
Adjustments (Skilled Trades)		15¢	10¢	
Compression Increases (Skilled Trades)		1¢-6¢		
Inequity Adjustments		3¢-15¢		
Labourer		\$6.70 (\$5.25)	\$6.90	\$7.11
Tool & Die Maker		\$8.25 (\$6.61)	\$8.60	\$8.86

Incentive workers will receive the average increase of the day work classifications (inclusive of skilled trades).

Cost of Living Adjustments: Quarterly adjustments of 1¢ for each 0.35 change in the average Consumer Price Index (1961=100) as compared to the previous quarter. In addition to the \$1.20 incorporated into the wage structure, a 20¢ float generated by the previous agreement will be carried as a float during this agreement.

Measured Day Work (new): Employer will introduce a program of measured day work in October, 1977 with a rate of \$7.05 per hour plus COLA.

Shift Premium: Effective June 6, 1977, 0-24¢-36¢ (0-20¢-32¢).

Paid Holidays: 13 days per contract year. (Previous agreement had a total of 43 days over 3 years.)

Paid Bonus Days (new): 4 days' pay in the first year of the agreement and 4 personal paid holidays in each of the second and third years.

Holiday Pay Employees, otherwise eligible for holiday pay and laid off due to a Christmas shutdown between November and January, will receive 95% of pay from the S.U.B. Fund.

Health and Welfare: Life Insurance - Effective July 1, 1977, \$13,500-\$22,000 (\$8,700-\$12,550).

A.D. & D. - Effective July 1, 1977, \$6,750-\$11,000 (\$4,350-\$6,275).

Weekly Indemnity - Effective July 1, 1977, \$135-\$230 (\$120-\$175).

Monthly Extended Disability - Effective July 1, 1977 employees with less than 10 years of service, \$500-\$830; employees with 10 or more years of seniority, \$545-\$915 (previously one schedule, \$365-\$570).

Dental Plan - Effective August 1, 1977, coverage to be based on the 1975 (1973) Ontario Dental Association fee schedule; effective August 1, 1978, the 1976 schedule; and effective August 1, 1979, the 1977 schedule.

Effective May 1, 1979, retirees, surviving spouses and eligible dependents will be covered by the dental plan.

Vision Care (new) - Effective August 1, 1978, coverage equivalent to a Blue Cross Vision Care Plan will be introduced for all active employees and their eligible dependents on an 80%-20% co-insurance basis.

Prosthetics and Durable Medical Equipment and Nursing Home Care (new) - Effective November 1, 1977, coverage equivalent to the Blue Cross Plan will be introduced for active employees, retirees, surviving spouses eligible for Surviving Spouse Pension Benefit and their eligible dependents.

Hearing Aid Program (new) - Effective May 1, 1978, coverage will apply to active employees, retirees, surviving spouses eligible for Surviving Spouse Pension Benefit, and their eligible dependents.

Survivor Transition Benefit - Effective May 1, 1978, \$250 (\$200 per month less any Canada Pension Plan benefits but not reduced below \$150 (\$125) per month.

Survivor Bridge Benefit - Similar to Transition Benefit.

Pension Plan: Basic Benefit (per month per year of service)

<u>Retirement Date</u>	<u>Benefit Class</u>	<u>Benefits Payable</u>	
		<u>May 1/77</u>	<u>May 1/79</u>
May 1/77 - Apr. 1/79	A	\$11.50	\$12.25
	B	\$11.75	\$12.50
	C	\$12.00	\$12.75
May 1/79 and after	A		\$13.50
	B		\$13.75
	C		\$14.00

Employees retiring during the previous agreement had benefits ranging from \$8.60 to \$9.75. Benefits for these and all retirees prior to May 1, 1977 and their surviving spouses will be increased as follows: May 1, 1977 - 50¢; May 1, 1978 - 25¢; May 1, 1979 - 50¢. The increases will be reduced by $\frac{1}{2}\%$ for every month that the retiree is less than age 62 as of the date the increases are to go into effect.

Deferred Vested Benefits (per month per year of service)

<u>Separations Between</u>	<u>Benefit Class</u>	<u>Benefits Payable</u>
June 1/77 - Apr. 30/79	A	\$11.50
	B	\$11.75
	C	\$12.00
May 1/79 and after	A	\$13.50
	B	\$13.75
	C	\$14.00

(Previously benefits ranged from \$8 to \$9.75.)

Supplemental Benefits - Effective May 1, 1977, \$10 per month per year of service to a maximum of \$250; effective May 1, 1979, \$11 to a maximum of \$275 (previously \$9.50 to a maximum of \$237.50).

All supplemental and basic benefits are reduced by 6% per annum for retirement prior to age 62. Basic benefits are restored at age 65 for employees with 30 years of service.

Special Allowance - For retirees with 30 or more years of service, until eligible for statutory benefits, an amount that when added to monthly basic and supplemental benefits will equal \$650 (\$625) effective May 1, 1977 and \$700 effective May 1, 1979.

The allowance for retirees with less than 30 years of service will be reduced according to the number of months that age at retirement preceded age 60.

Surviving Spouse Benefit - For retirements on or after May 1, 1977, 60% (55%) of retiree's reduced benefit.

Early Retirement - Effective May 1, 1977, benefits are unreduced for retirements at age 54 with 30 years of service; effective May 1, 1978, age 53 with 30 years of service; and effective May 1, 1979 at any age with 30 years of service.

Supplementary
Unemployment
Benefit Plan:

Maximum Funding Formula - Effective June 6, 1977, \$1,000 (\$800) times number of active employees and eligible laid off employees.

Employer Contribution - Effective June 6, 1977, ranges from 0 when the trust fund is at 100% or more of required level to 15¢ when the fund is below 20% of required level (previously 0 at 100% to 10¢ at under 37.5%).

Weekly Benefits - Effective June 6, 1977, \$60 (\$20).

Guaranteed Benefit Account (new) - Effective May 1, 1978, a special account equal to \$200 times the number of employees will be established for employees with 10 or more years of seniority.

Separation Pay: Ranges from \$500 (\$250) for an employee with 1 year of seniority to \$5,000 (\$2,500) for an employee with more than 25 years.

Tuition Refund: \$350 (\$250) maximum per year for approved courses and \$700 (\$500) maximum per year for approved courses taken at an accredited college.

Education Fund (new): Effective June 6, 1977, the employer will pay 1¢ per employee hour worked into a special fund for education leave for selected employees.

Eaton Yale Ltd., Forestry Equipment Division at Woodstock - Local 246, Molders
(AFL-CIO/CLC): A 34-month renewal agreement effective from June 3, 1977 to April 3, 1980, covering 400 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	June 3/77	June 5/78	June 4/79
General Increases		10¢	15¢	20¢
COLA Fold-in		\$1.00		
Grade 1 (includes Labourer)	\$5.95-\$6.05 (\$4.85-\$4.95)	\$6.10-\$6.20	\$6.30-\$6.50	
Grade 7 (includes Electrician)	\$6.69-\$6.80 (\$5.59-\$5.70)	\$6.84-\$6.95	\$7.04-\$7.15	

Probationary period is 240 hours worked. Maximum rates reached after 6 months.

Cost-of-Living Allowance: \$1.00 cost-of-living allowance was folded into wage rates, leaving a float of 17¢. 1¢ per hour per 0.3 change in the Consumer Price Index (1971=100), to be adjusted quarterly. (Previously, 1¢ per hour per 0.4 change in the CPI (1961=100).)

Shift Premiums: 0 - 25¢ - 25¢ (0 - 22¢ - 22¢).

Vacation Pay: 3 weeks with vacation pay of 7% (6%) after 5 years and up to 11 years.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$8,000).

Dental Plan - Coverage based on 1977 (1974) Ontario Dental Association schedule of fees.

Pension Plan: Effective June 5, 1978, \$7.00 (\$6.00) per month per year of service. Effective June 4, 1979, \$8.00 per month per year of service.

TRANSPORTATION EQUIPMENT

International Harvester Company of Canada Ltd. at Chatham - Local 127, Auto Workers (CLC): A 36-month renewal agreement effective June 3, 1977 to June 2, 1980, covering 1,500 employees, settled at the post conciliation bargaining stage*. Duration of negotiations - 4 months.

*A half-day work stoppage took place on the day of ratification.

Wages:	Effective	June 3/77	June 2/78	June 1/79
General Increases		3% plus 11¢	3%	3%
COLA Fold-in		\$1.24		
Adjustments (Skilled Trades)		10¢-15¢	10¢	
General Labourer		\$6.46-\$6.52 (\$4.96-\$5.02)	\$6.66-\$6.72	\$6.86-\$6.92
Electrician		\$8.33-\$8.49 (\$6.63-\$6.79)	\$8.68-\$8.84	\$8.95-\$9.11

Cost of Living Allowance: 1¢ per 0.3 change in the average Combined United States-Canada Consumer Price Index, calculated quarterly. (Formula unchanged except the CPI for Canada will be converted from a 1961 base to a 1967 base.) Diversion of 10¢ COLA to finance the dental plan no longer applies.

Shift Premium: 0-30¢-38¢ (0-23¢-31¢). Second and third shift employees receive shift premium for statutory holidays (new).

Paid Holidays: Heritage Day is being added as a new statutory holiday and the Christmas shutdown period has been consolidated to 7 days per year for a total of 14 holidays in each year of the agreement.

Paid Vacation: 3 weeks after 1 year, 4 weeks after 3 years, 5 weeks after 10 years, 5 weeks plus 1 week of paid absence allowance (see below) after 20 years. (Previously, 2 weeks after 1 year, 2½ weeks after 3 years, 3 weeks after 5 years, 3½ weeks after 10 years, 4 weeks after 15 years and 5 weeks after 20 years.)

Paid Absence
Allowance:

Eligible employees may elect to use 1 week of their vacation each year as paid absence allowance for personal days off. Employees with 20 or more years of service may elect to receive pay in lieu of taking the paid absence. (Previously, 20 hours of vacation time for employees with 3 or 4 years of service and 40 hours of vacation time for employees with 5 or more years of service were designated as paid absence allowance.)

Health and
Welfare:

Life Insurance - \$12,500-\$22,500 (\$9,000-\$16,000) coverage for active employees; \$3,000 (\$2,000) coverage for employees retiring under this agreement.

A.D. & D. - \$6,250-\$11,250 (\$4,500-\$8,000) coverage.

Weekly Sickness and Accident - \$134-\$240 (\$120-\$190) per week. Benefits apply for disability absence related to pregnancy prior to the date an employee goes on maternity leave (new).

Long Term Disability - \$460-\$860 per month for employees with less than 10 years of service and \$480-\$945 per month for employees with 10 or more years of service. Benefits will apply for pregnancy disabilities as noted above. (Previously one schedule ranging to a maximum of \$655 per month.)

Total and Permanent Disability (new) - \$250-\$450 per month. Eligible employees may receive up to 50 monthly instalments of \$20 for each \$1,000 of life insurance.

Transition Survivor Benefit - \$250 (\$200 or \$225) per month for survivor of employee at work on or after September 1, 1977. Minimum benefit \$150 (\$100) per month after statutory offsets - maximum reduction \$100 per month.

Bridge Survivor Benefit - \$250 (\$200) per month less statutory offsets.

Vision Care - Effective November 1, 1977, plan will include bi-focals - up to \$44, tri-focals - up to \$54, venticular - up to \$64 and contacts - \$30.

Durable and Prosthetic Medical Equipment (new) - Effective July 1, 1977 covers active employees, dependents, pensioners and surviving spouses.

Dental Plan - Effective September 1, 1977 the plan covers 100% (80%) of expenses based on the current (1973) Ontario Dental Association fee schedule with appraisal charges increased to \$125 (\$100) and orthodontic coverage set at \$750 (\$500) per life-time.

Coverage applies for active employees after 3 (2) months of service and has been extended to include employees on layoff, sickness and accident or L.T.D. benefits as well as retirees and surviving spouses.

Employer pays cost of plan (previously paid through COLA diversion).

Pension Plan:

General - The plan has been extensively revamped. Highlights of the new plan are reported below.

Life Income (Basic Benefit for Current Retirees and Eligible Survivors) - Effective July 1, 1977, benefits are increased by 75¢; effective October 1, 1978 by a further 50¢; and effective October 1, 1979 by an additional 50¢. Increases do not reduce any special allowance as was the case in the past.

Life Income (Basic Benefit for Employees Retiring with Pension Commencing on or after July 1, 1977) -

<u>Benefit Class</u>	<u>July 1/77</u>	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
A	\$11.25	\$11.75	\$14.25
B	\$11.50	\$12.00	\$14.50
C	\$11.75	\$12.25	\$14.75
D	\$12.00	\$12.50	\$15.00

The above life income benefits are not reduced by Early Retirement Factor for Disability and Special Early Retirements (unchanged).

Temporary Benefits for Disability and Special Early Retirements on or after July 1, 1977 - In addition to the Life Income Benefit, eligible employees not receiving a Canada Pension Plan Disability Pension will receive a temporary benefit until attaining statutory benefit age of \$9 per month per year of service to a maximum of \$225 per month effective July 1, 1977, and \$11 per month per year of service to a maximum of \$275 per month effective October 1, 1979.

Supplemental Allowances (For Retirements after July 1, 1977)

Effective July 1, 1977 employees retiring with 30 or more years of service may retire at any age with no reduction in supplemental allowance.

<u>Employees Retiring with Benefits Commencing</u>	<u>Total Monthly Benefit to Statutory Benefit Age</u>
July 1, 1977	\$650
October 1, 1978	\$675
October 1, 1979	\$700

The supplemental allowance is the above total monthly benefit reduced by the basic pension and, if applicable, the full temporary benefit employee receives or would have received had he not been eligible for the CPP Disability Pension.

Employees with less than 30 years of service retiring after July 1, 1977 will have the supplemental allowance reduced in accordance with the number of months retirement preceded age 60.

Supplementary
Unemployment
Benefit Plan:

Maximum Funding Level - \$1,000 (\$500) per employee.

Employer Contributions - 0 to 15¢ the first year (previously, 0 to 14¢); 0 to 16¢ the second year; and 0 to 17¢ the third year per compensated hour.

Guarantees and Special Funding (new)

In addition to payments for scheduled short work week benefits, all unscheduled short work week benefits will be paid for employees with 10 years or more service, regardless of fund level.

Effective September 1, 1977, if the S.U.B. fund drops to a level where benefits would not be payable to employees with less than 10 years of service, an Advance Credit Account will be funded to a maximum of \$100 times the number of employees involved. When the S.U.B. fund returns to 70% of maximum, the employer will recover 5¢ per hour from S.U.B. contributions.

Effective September 1, 1977, a Guaranteed Benefit Account equal to \$200 times the number of employees involved will be established for employees with 10 or more years of seniority, if previous funding obligations prove insufficient to pay weekly benefits.

Employees with more than 20 years' service will no longer have their weekly benefits reduced by 20% if the fund falls below a designated level.

Pre-retirement Leave Benefit: Employees with 30 or more years of service may elect to take leave in accordance with the following table. Pay is at the rate provided under the Sickness and Accident Plan.

<u>New</u>		<u>Previously</u>	
<u>Age</u>	<u>Length of Leave</u>	<u>Age</u>	<u>Length of Leave</u>
Prior to 52	1 week	55	1 week
52	2 weeks	56	2 weeks
53	2 weeks	57	3 weeks
54	3 weeks	58 and over	4 weeks
55	3 weeks		
56 and over	4 weeks		

Hayes-Dana Ltd. at St. Catharines and Thorold - Local 676, Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1977 to May 30, 1980, covering 1,600 employees, settled at the post conciliation bargaining stage. Duration of negotiations months.

<u>Wages:</u>	<u>Effective</u>	<u>June 1/77</u>	<u>June 1/78</u>	<u>June 1/79</u>
General Increases		3%	3%	3%
COLA Fold-in (over period of expired contract and June 1, 1977)		\$1.13		
Special Increase		11¢		
Travel COLA		14¢		
Adjustments (Skilled Trades)		15¢	10¢	
Labourer		\$7.14	\$7.35	\$7.57
Electrician		\$8.30	\$8.65	\$8.91

Cost of Living Allowance: \$1.13 of the \$1.28 accumulated under the previous agreement has been incorporated into the wage structure. 10¢ was diverted to pay for welfare benefits leaving 5¢ to continue as a float. New formula: Effective September 1977, 1¢ per 0.3 change in the combined Canada-United States Consumer Price Index calculated quarterly (previously based on 1¢ per hour per 0.35 change in the All-Canada CPI 1961=100).

Shift Premium: Effective June 1, 1979, 0-30¢-35¢ (0-25¢-30¢).

Paid Holidays: Effective in second year, July 4, 1978.

Reduced Work Time (new): Effective in the first year 2 additional days off work: birthday or anniversary (seniority date), or 2 additional days' pay. Effective in the second and third year 5 additional days off work: birthday, anniversary (seniority date) and 3 additional days off work at vacation time, or 5 additional days' pay.

Health and Welfare: Life Insurance - First year \$15,000 (\$12,000); second year \$16,500; third year \$17,500. For present retirees retired prior to June 1, 1977, maximum \$2,000 (\$1,000) and retired after June 1, 1977, \$2,500.

A.D. & D. - First year, \$7,500 (\$6,000); second year, \$8,500; third year, \$8,750.

Weekly Indemnity - First year, \$177 (\$147); second year \$192; third year, \$202.

If necessary, Company will increase benefit to equal benefit provided by U.I.C.

Transition Benefits - Effective in second year, \$175-\$275 (\$125-\$200) per month.

Bridge Benefits - Effective in second year \$250 (\$200) per month.

Extended Disability - First year, \$580 (\$460) per month; second year, \$640; third year, \$680.

Dental Plan - Plan pays 90% (85%) of eligible expenses. Improvements include:

- orthodontic benefits increased to lifetime maximum of \$650 per person and available to worker and/or spouse if under age 19
- coverage for services of licensed denture therapists
- two routine oral examinations and prophylaxis per year
- in first year, coverage extended to retirees, spouses and eligible dependents.

Nursing Home Benefit - In second year, coverage for retired employees, surviving spouses and all eligible dependents for full patient charge, less provincial payment, for ward or semi-private beds licensed under the Nursing Home Act of Ontario.

Vision Care Benefit - In second year coverage extended to retired employees, surviving spouses and all eligible dependents. Benefits range from up to \$40.00 annually for lenses and frames with no change in prescription to full payment for contact lenses if required to correct vision to 20/70 (previously \$40 maximum per individual over a 2 year period).

Hearing Aids (new) - Effective in second year, covers employees after 1 year, retirees, surviving spouses and eligible dependents. Benefit applies once every 3 years.

Prosthetic Appliances and Durable Medical Equipment (new) - Covers eligible employees, retirees, spouses and eligible dependents.

Semi-Private Hospital - Coverage extended to retirees, surviving spouses and eligible dependents.

Supplementary Unemployment Benefit Plan: Effective September 1, 1977, regular contributions range from 11¢-21¢ (9¢-14¢); in 1978, 12¢-22¢ and in 1979, 13¢-23¢.

Short Work Week Contributions - In second year fund will repay benefits in excess of 4¢ (3¢) per hour.

Additional Contributions for Overtime (new) - In first year 6¢ for time and one-half and 12¢ for double time.

Other Advance Contributions - Company will advance contribution for payment of outstanding benefits if Fund assets are insufficient, with recovery of advance from future contribution.

Maximum Funding Level - Effective in first year \$1,000 (\$525) per employee.

Maximum Benefit - \$90 (\$80).

Pension Plan: Early Retirement - Employees with 30 years of service may retire at any age (at age 55 with 30 years of service).

Basic Benefits

<u>Date of Retirement</u>	<u>Payment Period</u>		
	<u>June 1/77-May 31/78</u>	<u>June 1/78-May 31/79</u>	<u>June 1/79-May 31/79</u>
Nov. 1/74-May 31/77	\$9.75	\$10.00	\$10.50
June 1/77-May 31/79	\$10.00	\$10.00	\$10.75
June 1/79 and after			\$11.00

Supplementary Benefits

<u>Date of Retirement</u>	<u>Payment Period</u>	
	<u>Prior to age 65</u>	<u>After age 65</u>
June 1/77-May 31/79	\$10.00	\$8.30 less CPP
June 1/79 and after	\$11.00	\$9.60 less CPP

Special Allowances

<u>Date of Retirement</u>	<u>Total Benefit</u>
June 1/77-May 31/79	\$6.50
June 1/79 and after	\$7.00

For employees retired prior to Nov. 1/74:

<u>Effective Date</u>	<u>Basic Benefit Increases</u>
June 1, 1977	50¢
June 1, 1978	25¢
June 1, 1979	60¢

Survivor Pension - Benefits increased to 60% (55%) for retirements effective June 1, 1977. Eligible survivors of active employees who die after June 1, 1977 are now covered.

Special Payment - Effective June 1, 1978, \$20 per year of credited service to a maximum of \$600 for retirees who retired prior to June 1, 1977 and who are receiving pension benefits as of June 1, 1978, and 55% thereof for those spouses of employees who retired under the Pension Plan or who died prior to June 1, 1977 who are also eligible for benefits from the Pension Plan on June 1, 1978.

Payment will be provided by diverting four quarterly 1¢ COLA adjustments, which will be reinstated.

Houdaille Industries of Canada Ltd. at Oshawa - Local 222, Auto Workers

(CLC): A 36-month renewal agreement effective from June 19, 1977 to June 24, 1980, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

<u>Wages:</u>	<u>Effective</u>	<u>June 19/77</u>	<u>June 18/78</u>	<u>June 17/79</u>
General Increases		3%	3%	3%
COLA Fold-in		\$1.23		
Adjustments (Skilled Trades)		15¢	10¢	
Inequity Adjustment (Janitors, Sweepers and Maintenance Labourer)		5¢		
Maintenance Labourer		\$7.00 (\$5.51)	\$7.21	\$7.43
Tool & Die Maker		\$8.83 (\$7.23)	\$9.19	\$9.47

Cost of Living Allowance: 1¢ per 0.3 change in the Consumer Price Index - 1971=100, adjusted quarterly (1¢ for each .35 change, 1961=100). The previous formula generated \$1.27. \$1.23 was incorporated into the wage structure and 4¢ was left to "float".

Paid Holidays: Plant wide holidays remain at 14 per year. 3 personal paid holidays in each of the second and third year of the agreement (new).

Health and Welfare: Life Insurance and A.D. & D. - \$13,500 (\$11,500) coverage for active employees; \$4,000 (\$3,000) life insurance coverage for retirees with 10 to 20 years of service and \$5,000 (\$4,000) life insurance coverage for retirees with more than 20 years of service.

Sickness and Accident - \$180 (\$150) maximum per week.

Long Term Disability - \$600 (\$500) maximum per month.

Dental Plan - Coverage extended to include \$650 maximum life time coverage for orthodontic expenses and 50% coverage for dentures. Benefits are now based on the 1977 (1974) Ontario Dental Association fee schedule. Pensioners and surviving spouses are covered (new).

Major Medical - A new comprehensive program, employer paid, encompassing the plans listed below. Covers active employees and their dependents, pensioners and surviving spouses.

Optical - \$50 (\$40) annual coverage. (Previously coverage applied only to active employees and their dependents.)

Durable Medical Equipment and Prosthetic Appliances (new).

Home Nursing Care (new).

Hearing Aid (new): \$450 maximum.

Drug Plan (unchanged).

Pension Plan: Basic Benefit - \$11 (\$9.50) per month per year of service for all pensioners.

Supplemental Benefit - \$11 (\$9.50) per month per year of service for all pensioners.

Transition Survivor Income Benefit - \$250 (\$200) per month maximum.

Bridge Survivor Income Benefit - \$250 (\$200) per month maximum.

Surviving Spouse Option - 60% (55%) of retiree's reduced pension benefit entitlement.

Early Retirement - Employees with 30 years of service and at least 55 years of age may retire without penalty reductions (new).

Supplementary Unemployment Benefit Plan: Employer Contribution - 0 to 12¢ per compensated hour (unchanged).

Maximum Funding Level - \$500 (\$400) per employee.

Fund Guarantee (new) - If necessary, the employer will provide a fund equal to \$300 per employee in order to keep the plan solvent.

ELECTRICAL PRODUCTS

Philips Electronics Ltd. at Scarborough - Local 1590, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 250 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/77</u>
	General Increase	6%, with a minimum of 30¢ per hour
	Labour Grade 2 (includes Assembler I)	\$4.40 - \$4.52 (\$4.10 - \$4.22)
	Labour Grade 14 (includes Maintenance Electrician)	\$7.10 - \$7.31 (\$6.70 - \$6.90)

Probationary period for Labour Grade 2 is 30 worked days. Maximum rates reached after one 3-month increase. Probationary period for Labour Grade 14 is 45 worked days. Maximum rates reached after three 3-month increases.

Lead Hand Premium: 30¢ (25¢) per hour.

Sick Leave: Waiting period for sickness is 2 (previously, 1) days.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$7,000) coverage.

RCA Ltd. at Midland - Local 532, Electrical Workers (IUE) (AFL-CIO/CLC): A 12-month renewal agreement effective from May 30, 1977 to May 29, 1978, covering 860 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 30/77</u>
	COLA Fold-in	20¢
	General Increase	29¢
	Labour Grade V (Labourer)	\$5.07-\$5.27 (\$4.58-\$4.78)
	Labour Grade IX (Electrician)	\$6.64-\$6.89 (\$6.15-\$6.40)

Cost of Living Provision: Inoperative during this agreement.

Paid Holidays: Heritage Day, if proclaimed by the Ontario Government, will be added for a total of 12.

Health and Welfare: Semi-Private Hospital Accommodation - Coverage to maximum of \$11 (\$6) per day.

Weekly Indemnity - \$147 (\$123) maximum.

NON-METALLIC MINERAL PRODUCTS

Canada Cement Lafarge Ltd. in Nova Scotia, New Brunswick, Québec, Ontario, Manitoba and Saskatchewan - Various Locals, Cement Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 610 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/77</u>
	COLA Fold-in	44¢
	General Increase	37¢
	Trades Adjustment	35¢
	Class 2 (includes Labourer)	\$7.15 (\$6.34)
	Class 10 (includes Shovel Operator)	\$7.87 (\$7.06)
	Class 17 (Machinist)	\$8.85 (\$7.69)

Cost of Living Allowance: 1¢ per 0.3 increase in the Consumer Price Index (1961=100), adjusted quarterly, calculated separately for regular hours worked only, after the July 1, 1977 increase has been depleted by the rise in the CPI (formula unchanged but previously no trigger).

Overtime Work on Paid Holiday: $3\frac{1}{2}$ (3) times the regular rate for all hours in excess of 8.

Packers' Bonus: 70¢ (60¢) per hour.

Paid Vacation: 2 weeks after 1 year, 3 weeks after 5 years and 4 weeks after 12 years (unchanged). Effective January 1, 1978, 3 weeks after 3 years.

Health and Welfare: Weekly Indemnity - \$150 (\$135); effective July 1, 1978, \$160.

Pension Plan: The Company agrees to recommend to the Board of Directors that the basic benefit be increased to 1.1% (1.0%) per year of service and a minimum disability benefit of \$300 per month (new).

Supplementary Unemployment Benefit Plan: Maximum benefit \$80 (\$60) per week.

Safety Boots Allowance (new): \$30 per year.

Meal Allowance: \$4 (\$3).

Domglas Ltd. at Hamilton - Local 203, Glass and Ceramic Workers (AFL-CIO/CLC):

A 24-month renewal agreement effective from March 29, 1977 to March 28, 1979, covering 700 employees, settled at the mediation stage. Duration of negotiations - 6 months.

Wages	Effective	<u>Mar. 29/77</u>	<u>June 10/77</u>	<u>Mar. 29/78</u>
	COLA Fold-in		15¢	
	General Increases	37¢	-	28¢
	General Labourer (Classification rate)	\$5.83 (\$5.46)	\$5.98	\$6.26
	Electrician	\$6.86 (\$6.49)	\$7.01	\$7.29

Cost of Living Allowance: Discontinued. An increase in the Consumer Price Index in excess of the 6% Protection Factor established by legislation for the period October 1976 - October 1977 will be matched by an equivalent allowance on March 29, 1978, if approved by the Anti-Inflation Board.

Shift Premium: 0-14¢-20¢ (0-13¢-19¢).

Health and Welfare: Insurance Coverage - All female coverage will be equal to male coverage.

Pension Plan: Basic Benefit - \$6.50 (\$5.50) per month per year of service back to January 1, 1966 for employees who have retired since January 1, 1977. This benefit improvement results from recent revisions made to the Company-wide Pension Plan, which does not form part of the agreement.

Meal Allowance: \$2 (\$1.50).

Tool Allowance: \$50 (\$40) per year for employees required to supply and maintain their own tools valued at \$150 or more.

Safety Shoes Allowance: \$17.50 (\$15) per pair with the number of allowable pairs per year varying by departments.

Pilkington Brothers (Canada) Ltd. at Scarborough - Local 295, Glass and Ceramic Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 2, 1977 to April 1, 1978, covering 665 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Holdback: Pending approval by the Anti-Inflation Board, 4¢ of the 40¢ general increase shown below will be held in abeyance.

Wages:	Effective	<u>Apr. 2/77</u>
	COLA Fold-in	35¢
	General Increase	40¢
	Skilled Trades Adjustment	8¢
	Labourer	\$6.20 (\$5.45)
	Electrician	\$7.75 (\$6.92)

Cost of Living Provision: Inoperative during this agreement (previously 1¢ per 0.4 change in the CPI with a cap of 15¢ the first year and 20¢ the second).

Health and Welfare: Life Insurance - \$15,000 (\$10,000) coverage.

Pension Plan: Basic Benefit - \$9.50 (\$7.50) per month per year of service for all retirements after April 2, 1977.

Early Retirement Supplement - \$9.50 (\$7.50) per month per year of service to a maximum of 25 years. Applies to retirements after April 2, 1977.

Safety Shoes Allowance: \$16 (\$10) per pair per 6 months.

TRANSPORTATION

Upper Lakes Shipping Ltd. operating in the Great Lakes, St. Lawrence and coastal area - Local 401, Railway Transport and General Workers (CBRT) (CLC) (unlicensed personnel): A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/77</u>
	General Increase	6%
	Deckhand	\$3.96 (\$3.74)
	Chief Cook	\$5.43 (\$5.12)

Previous rates include an unscheduled increase of approximately 18% made November 1, 1975, in lieu of a scheduled wage reopening for April 1, 1976.

Bonus Pay for Employees on Self-Unloaders:	\$27 (\$24) maximum per month at a maximum rate of 90¢ (80¢) per day.*
Pay During Layoff:	Up to 10 (7) days of pay at the appropriate basic hourly rate for employees laid off due to suspension of vessel operation.
Paid Holidays:	First Monday in August added for a total of 11.*
Leave Time and Accumulated Leave Pay:	<p>One leave up to 30 days (3 weeks) in any given navigation season for employees with less than 3 years' seniority provided the employee has worked at least 45 days, and up to 60 days (6 weeks) leave for employees with 3 or more years of seniority.</p> <p>Accumulated leave pay is calculated by multiplying an employee's basic hourly rate by .334 (.167)*</p>
Health and Welfare:	<p><u>OHIP</u> - Employer pays the applicable premium for Ontario residents and the equivalent of the single OHIP premium for non-Ontario resident employees provided the employee has completed 14 days of continuous employment. Employer will pay the premium on a 12-month basis provided the employee off work since the annual lay-up period returns to work at the subsequent fit-out of the vessel. (Previously, employer contributed to the premium charge for 8 months of the year at 50% of the June 1974 OHIP rate for employees with 3 months or more of service.)*</p> <p><u>Sick Pay (new)</u> - Employees becoming bedridden because of injury or illness will have their basic pay maintained until the next port of call where medical assistance is available.</p>
Bereavement Leave:	Up to 3 days of paid leave in the event of death of an employee's spouse, child, parent, sister, brother, mother-in-law or father-in-law (previously, leave without pay for an indefinite period).
Service Bonus:	\$100 (\$65) after 1 season, \$200 (\$90) after 3 seasons and \$300 (\$135) after 9 seasons*
Clothing Allowance:	<p>\$15 (\$12) on May 1st and September 1st of each year for employees of the cargo maintenance department of self unloading vessels, to cover the cost of coveralls.</p> <p>\$40 (\$30) per employee of steward's department for purchase of white aprons, dresses, shirts and/or pants*</p>
Room and Meal Allowance:	\$5 (\$4.25) per meal for 3 meals per day and \$22 (\$20) per night for lodging where room and board is not provided.
Transportation Allowance (for Fit-outs):	15¢ (12¢) per mile between the employee's home and vessel, with a minimum of \$15 (\$10) and maximum of \$150 (unchanged).
Subsistence Allowance/ Company Travel:	\$5 (\$3.50) per day.
Payment for Personal Property Loss:	Value of loss to maximum \$1,500 (\$1,000).

Employee
Service Fund
(new):

Employer pays 40¢ per job per payroll day to the Union.

*Increases shown for provisions marked with an asterisk are the results of amendments made to the previous agreement in August 1976.

Kitchener City Corporation, Transit Division, Department of Supply and Services - Local 304, Railway, Transport and General Workers (CLC): A 12-month renewal agreement effective from June 1, 1977 to May 31, 1978, covering 208 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 1/77</u>
	General Increase	7.25%
	Bus Operator	\$6.64-\$6.87 (\$6.19-\$6.41)
	Machinist	\$7.05-\$7.35 (\$6.55-\$6.85)

Probationary period is 3 months for Bus Operator and 6 months for Machinist. Maximum rate for Bus Operator is reached after 12 months and, for Machinist, after 6 months.

Shift Premium: 0 - 25¢ - 30¢ (0 - 23¢ - 26¢).

STORAGE

Cargill Grain Company Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd. at Thunder Bay - Lodge 650, Railway Clerks (AFL-CIO/CLC): A 13-month renewal agreement effective from January 1, 1977 to January 31, 1978, covering 1,500 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/77</u>
	COLA Fold-in	25¢
	General Increase	60¢
	Labourer	\$6.85-\$7.70 (\$6.00-\$6.85)
	Dryerman	\$8.14 (\$7.29)
	Electrician	\$8.65 (\$7.80)

NOTE: On January 1, 1978 each Company's wage schedule will be amended to provide for 7 units of classifications.

Cost of Living Allowance: Effective in 1978, 4.836¢ per hour for each full point that the Consumer Price Index rises above 161.8, calculated quarterly. The supplement will be paid until the parties enter into a new collective agreement. (Previously, 3.625¢ per hour for each full point increase in the Index above 193, calculated quarterly.)

Health and Welfare: Extended Health (new) - Employer will pay 75% of the premium for a Blue Cross Extended Health Care Group Programme, or equivalent plan, for employees with 1 year or more of seniority.

Sickness and Accident Plan - \$175 (\$150) per week.

Company will pay its share of all premiums while an employee is drawing benefits under the Plan, or while drawing Workmen's Compensation (new). This provision will not apply to anyone on layoff.

Dental Plan - Blue Cross Dental Plan No. 9 (7), based on the 1977 O.D.A. Schedule, or equivalent plan.

Medical Examination (including chest X-ray) - Mandatory for probationary employees, with employer paying cost (new).

Pension Plan: Present pension plans will continue while parties discuss introduction of a universal pension plan for the industry (new).

Safety: Safety clause expanded to provide for regular monthly meetings between Company officials and at least 3 members from the Union Safety Committee.

On request, the Company will inform the Union Safety Committee of all aspects of pollution control, fumigation processes, and the possible effects on the employee of any poisons used in any process.

Meetings arranged by the Company to consult on aspects of safety, health and sanitation will be held on Company time with no loss in wages to the Union committee members.

ELECTRIC POWER, GAS AND WATER UTILITIES

North York Borough Hydro Electric Commission - Local 11, Canadian Union of Public Employees (CLC)(outside and inside employees): Two 12-month renewal agreements effective from April 1, 1977 to March 31, 1978, covering 180 outside employees and 120 office employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 1/77</u>
	General Increase	5½%, plus another 3½% of April 1, 1977 rates if approved by the Anti-Inflation Board

Apr. 1/77

Outside Employees

Group 8 (includes Labourer)	\$6.27-\$7.38 (\$5.74-\$6.76)
Group 3 (includes Const. Mtce. Lineman Journeyman)	\$9.38 (\$8.59)
Group 1 (includes Technical Draftsman)	\$10.05-\$10.39 (\$ 9.20-\$ 9.52)

Probationary period is 6 months. Maximum rates for Labourer reached after two 6-month increases and, for Technical Draftsman, after one 12-month increase.

Inside Employees

35 Hour Week Employees

Group 1 (File Clerk)	\$155.73-\$222.46 * (\$178.27-\$203.73)
Group 3 (includes Clerk Typist)	\$192.77-\$253.31* (\$220.68-\$231.98)

40 Hour Week Employees

Group 6 (Engineering Technician, 2nd Grade)	\$406.63-\$443.53 (\$372.40-\$406.19)
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Probationary period is 6 months. Maximum rates reached after three years.

*Note: Additional salary steps were established for Groups 1 to 3, 35 hour week employees. Maximum transfer rates for employees at the first year rates or higher remain as previously.

Cost-of-Living Allowance: An initial 1½% adjustment shall be made when the Consumer Price Index has moved 9% (10%) from the Index figure published in April, 1977 (previously April, 1976). Thereafter, 3% for each full 3% change in the CPI, where 1961 equals 100. To be adjusted semi-annually.

Shift Premium: 0 - 27¢ - 32¢ (0 - 22¢ - 27¢).

Standby Pay: \$12 (\$8) per day.

Paid Vacation: 3 weeks after 4 (5) years' service, 5 weeks after 23 (25) years and 6 weeks (new) after 28 years.

Pension Plan: A supplementary plan shall be arranged by the employer with OMERS to permit employees to purchase optional service in accordance with legislation in effect on the date of signing of the agreement. This service shall be made available to all employees on the payroll as of January, 1978 (new).

Meal \$3.50 (\$3.00).
Allowance:

Safety Shoe Allowance: Maximum of \$45 per calendar year for Group A employees. Maximum of \$20 per calendar year for Group B employees. (Previously, \$20 per calendar year for all employees.)

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and l'Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/77
	<u>Annual Rates</u>	
	Teacher Level 1	\$9,350-\$14,720
	0-6 years	(\$8,660-\$13,630)
	Teacher Level 4	\$12,030-\$21,000
	0-10 years	(\$11,140-\$19,870)
	Teacher Level 7	\$15,410-\$26,160
	0-12 years	(\$14,450-\$24,410)
	<u>Principals</u>	
	Level 4	\$24,630-\$27,680
	0-3 years	(\$23,080-\$25,910)
	Level 7	\$27,680-\$31,740
	0-4 years	(\$25,910-\$29,670)

Principals' grid ranges from Level 4 to Level 7. Principals of Intermediate Schools or schools with 850 or more students receive an additional \$2,000 per year (unchanged).

Responsibility Allowances: Vice Principals - The previous agreement provided for \$2,640 - \$3,200 over 3 years. The allowances were subsequently reduced, following review by the Anti-Inflation Board, to \$2,540-\$3,200. These revised amounts remain in effect for this agreement.

Resource Teachers - The previous agreement provided for \$1,100-\$3,000. The amounts were subsequently reduced, following review by the AIB, to \$1,000-\$2,600. These revised amounts remain in effect for this agreement.

Health and Welfare: Group Life Insurance - Employer pays 66 2/3% (50%) of premium for coverage equal to twice annual salary to the next highest \$500.

Dental Plan - Employer pays 66 2/3% (50%) of the premium.

Durham Board of Education - Ontario Secondary School Teachers' Federation

(OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 950 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher Category I 0-11 years	\$12,970-\$21,495 (\$12,250-\$20,300)
	Teacher Category IV 0-11 years	\$15,165-\$26,830 (\$14,325-\$25,340)
	<u>Principals</u> 0-3 years	\$33,800-\$37,100 (\$32,475-\$35,750)
	<u>Vice-Principals</u> 0-3 years	\$29,350-\$31,950 (\$28,000-\$30,600)
Responsibility Allowances:	<u>Director</u>	\$2,625 (\$2,500)
	<u>Major Head</u>	\$2,375 (\$2,250)
	<u>Coordinator</u>	\$2,625 (\$2,500)
Added Degree Allowance:	<u>First Post Baccalaureate</u>	\$675 (\$650)
	<u>Second Post Baccalaureate</u>	\$400 (unchanged)
Night School Supervisors:	Enrolment of 250	\$1,550 (\$1,500)
	Enrolment less than 250	\$1,250 (\$1,200)
Summer School Principal:	\$2,150 (\$2,000)	
Special Hourly Rates:	Night School Instruction	\$15 (\$14.50)
	Summer School Instruction	\$15 (\$14.50)
	Home Instruction	\$11.50 (\$11)
Education Improvement Leave:	60% (50%) plus 10% per dependent to a maximum of 80% of current salary.	

Durham Region Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and L'Association des enseignants franco-ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 465 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	7.0%
	Teacher - Level D 0-6 years	\$9,819-\$14,209 (\$9,177-\$13,279)
	Teacher - Level A4 0-13 years	\$14,786-\$26,570 (\$13,819-\$24,833)

Health and Welfare: Life Insurance - Employer pays 100% (75%) of cost of Plan providing coverage of \$25,000.

Extended Health Care Plan - Employer pays 100% (75%) of cost of premiums.

Long Term Disability Plan - Employer pays 50% of cost of plan with maximum premium of \$28,000 (new).

Elgin County Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 265 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	\$200-\$1,500
	Teacher - Category I 0-12 years	\$11,600-\$21,500 (\$11,400-\$20,000)
	Teacher - Category IV 0-12 years	\$13,600-\$25,500 (\$13,400-\$24,000)

Paternity Leave: 1 day (new) without salary deduction but with deduction from accumulated sick leave credits.

Halton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF) and the Ontario Secondary School Teachers' Federation (OTF): Two 12-month renewal agreements effective from September 1, 1977 to August 31, 1978, covering a total of 2,450 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	<u>ELEMENTARY SCHOOLS</u>
Effective	<u>Sept. 1/77</u>
<u>Annual Rates</u>	
Teacher Level 1 0-5 years	\$8,748-\$13,036 (\$8,261-\$12,311)
Teacher Level 4 0-9 years	\$12,548-\$21,125 (\$11,850-\$19,950)
Teacher Level 7 0-12 years	\$15,407-\$26,843 (\$14,550-\$25,350)

Principals

"A" Schools (450 or more students for K-8 and Middle Schools; 500 or more students for all other schools) \$27,425-\$32,720 with 0-5 years' experience.

"B" Schools (less than 450 students for K-8 and Middle Schools; less than 500 students for all other schools) \$27,425-\$30,602 with 0-3 years' experience.

(Previously, varied by number of classrooms with an overall range of \$25,900 to \$30,900 and an allowance system for schools with less than 6 classrooms.)

Vice Principals Grid plus \$3,494 (\$3,300) or \$21,390 (\$20,200), whichever is greater, to a maximum of \$26,896.

<u>Coordinators</u>	\$30,655-\$34,151
0-4 years	(\$28,950-\$32,250)

<u>Assistant Coordinators</u>	\$28,405-\$31,027
0-3 years	(\$26,825-\$29,300)

SECONDARY SCHOOLS

Effective	<u>Sept. 1/77</u>
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Annual Rates

Teacher Category 1	\$12,548-\$21,125
0-9 years	(\$11,850-\$19,950)

Teacher Category 4	\$15,407-\$26,843
0-12 years	(\$14,550-\$25,350)

<u>Principals</u>	\$32,932-\$37,377
0-5 years	(\$31,100-\$35,300)

<u>Vice Principals</u>	\$28,908-\$31,980
0-4 years	(\$27,300-\$30,200)

<u>Coordinators</u>	\$30,655-\$34,151
0-4 years	(\$28,950-\$32,250)

<u>Assistant Coordinators</u>	\$28,405-\$31,027
	(\$26,825-\$29,300)

Professional
Development
Funds:

An amount equal to 0.5% of the 1978 day school teaching staff salaries for the Elementary teachers and the same amount for the Secondary teachers.

Bereavement
Leave:

3 (1) days' paid leave in case of death of grandparent or grandchild.

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (caretaking and maintenance): A 12-month renewal agreement effective from April 16, 1977 to April 15, 1978, covering 254 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 16/77</u>
	General Increase	6%, except on start rate for Assistant Care-taker
	Assistant Caretaker	\$5.75 - \$6.29 (\$5.59 - \$5.93)
	Mechanic	\$7.58 (\$7.15)
	Probationary period is 3 months. Maximum rates for Assistant Caretaker reached after 2 years.	
Sick Leave Gratuity:	For employees hired after June 30, 1977, maximum amount payable on retirement \$6,000. (Previously, maximum of one-half year's salary.)	
Clothing Allowance:	Employer pays 100% of cost of providing parkas to maintenance employees.	
Safety Shoe Allowance:	Employer pays 50% (new) of cost of one pair of safety shoes up to a maximum of \$12.50.	

Hastings County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 590 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher Level 1 0-9 years	\$9,600 - \$13,200 (\$9,100 - \$12,500)
	Teacher Level 4 0-11 years	\$11,800 - \$20,600 (\$11,200 - \$19,500)
	Teacher Level 7 0-14 years	\$13,800 - \$25,900 (\$13,100 - \$24,500)
	<u>Principals</u>	
	0-4 years	
	Schools with 5 to 14 teachers	\$26,900 - \$29,700 (\$25,200 - \$28,000)
	Schools with 15 or more teachers	\$28,900 - \$31,700 (\$27,200 - \$30,000)

Cost of Living Allowance (new): 1% for each 1% that the Consumer Price Index exceeds a 7% rise during the period June 1977 to May 1978.

Responsibility Vice Principals
Allowances:

With degree - \$3,000 (\$2,700)

Without degree - \$2,000 (\$1,800)

Health and
Welfare:

Extended Health Care Plan - Employer pays 75% (25%) of the pre-miums.

Dental Plan (new) - Employer will pay 50% of cost of plan providing preventative, periodontal, endodontic and surgical services for employees and dependents.

Hastings County Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 590 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective

Sept. 1/77

Annual Rates

Teacher Category 1 \$12,800 - \$20,600
0-11 years (\$11,500 - \$19,400)

Teacher Category 4 \$15,000 - \$26,000
0-13 years (\$14,000 - \$24,700)

Principals \$33,300 - \$36,100
(\$31,600 - \$34,000)

Vice Principals \$29,500 - \$31,000
(\$27,100 - \$29,600)

Cost of Living
Allowance:

Percentage increase in wages equal to the percentage increase in the Consumer Price Index (1971=100) in excess of 7% between May 1977 and May 1978. COLA will not be folded into the salary grid. (Previous formula was similar except the "trigger" point was 8%.)

Health and
Welfare:

Extended Health Care - Employer pays 75% (50%) of premium.

Dental Plan (new) - Coverage for basic, periodontal and endodontic services with employer paying 50% of the premium.

Kent County Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher Category I	\$12,800-\$20,800
	0-10 years	(\$11,500-\$19,500)
	Teacher Category IV	\$15,060-\$25,950
	0-11 years	(\$13,600-\$24,380)
	Principals	\$33,800-\$36,000
	0-2 years	(\$31,645-\$33,845)
	Vice-Principals	\$29,150-\$31,350
	0-2 years	(\$27,305-\$29,505)
Health and Welfare:	<u>Life Insurance</u> - Coverage of 3 times annual salary to a maximum of \$90,000 (\$60,000).	
	<u>Dental Plan</u> - Employer pays 60% (50%) of premium.	

Lakehead Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 580 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher Category I	\$13,350-\$21,350
	0-10 years	(\$12,155-\$19,765)
	Teacher Category IV	\$16,300-\$27,300
	0-11 years	(\$14,450-\$25,494)
	Principal	\$34,080-\$38,400
	0-3 years	(\$31,860-\$36,180)
	Vice-Principal	\$31,480-\$33,100
	0-3 years	(\$29,160-\$30,780)
Cost of Living Allowance:	Calculations will be made each month in which the Consumer Price Index for Thunder Bay exceeds the index for August 1977 by more than 6%. The excess will be multiplied by the teacher's monthly salary to determine the allowance. (The formula is unchanged except the previous "trigger" point was 8%.)	
Night School:	<u>Certified Teacher</u>	\$16 (\$15.40) per hour
	<u>Principal</u>	\$2,750 (\$2,502)
Summer School:	<u>Principal</u>	\$2,850 (\$2,616)

Home Instruction \$12 (\$11.37) per hour.

Teachers:

Co-ordinators: Position has been discontinued. Rates have been red circled at last year's level for former co-ordinators.

Health and Welfare: O.H.I.P. - Employer pays 100% of the 1977 (1976) premium rate.

Extended Health Care - 100% (80%) of eligible expenses paid after deductibles of \$10 single and \$20 family (\$25 and \$50).

Dental Plan - Plan upgraded to include denture adjustments and repairs. Employer pays 70% (50%) of premiums based on the 1977 Ontario Dental Association fee schedule.

Professional Development Fund: \$22,400 (\$20,000).

Lennox and Addington County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 265 employees, settled at the arbitration stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	\$795-\$1,245
	Teacher Category D	\$9,395-\$12,995
	0-6 years	(\$8,600-\$12,200)
	Teacher Category A4	\$14,645-\$25,645
	0-11 years	(\$13,700-\$24,400)

Metropolitan Separate School Board of Toronto - Ontario English Catholic Teachers' Association and l'Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 4,500 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Annual Increases (Basic Salary Grid)	
	Steps 0, 1 and 2	\$800
	Other steps, except maximum	\$900
	Maximum step, each category	\$1,000

Sept. 1/77

Teacher Category A1	\$12,400-\$20,900
0-10 years	(\$11,600-\$19,900)

Teacher Category A4	\$14,700-\$25,800
0-11 years	(\$13,900-\$24,800)

Principals (0-5 years) Increased by \$900 each step except maximum step, \$1,000.

Less than 450 pupils	\$26,000-\$30,600
	(\$25,100-\$29,600)

450 or more pupils	\$27,500-\$32,100
	(\$26,600-\$31,100)

Designated senior schools	\$29,000-\$33,600
and schools having grades	(\$28,100-\$32,600)
9 and 10	

Cost of Living Allowance: Discontinued.

Health and Welfare: Extended Health Care - Deductibles reduced to \$10 single and \$20 family (\$25 and \$50).

Dental Plan - Coverage based on the 1977 (1975) Ontario Dental Association fee schedule.

Niagara South Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and l'Association des Enseignants Franco-Ontariens (OTF):
A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 940 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

AIB Rollback/
Previous Agreement: Annual rates reported for the 1976-1977 agreement (CBR 12-76, p. 20) were reduced following review by the Anti-Inflation Board. The reduced amounts are shown in brackets below. Years to maxima remain at 13 for positions A1 to A4.

Wages: Effective Sept. 1/77

Annual Rates

Teacher Category D	\$8,984-\$12,429
0-5 years	(\$8,475-\$11,725)

Teacher Category A1	\$11,475-\$20,776
0-13 years	(\$10,825-\$19,600)

Teacher Category A4	\$14,125-\$25,149
0-12 years	(\$13,325-\$23,725)

Cost of Living Allowance (new):	A percentage increase equal to the percentage increase in the Consumer Price Index between May 1977 and May 1978 in excess of 6%, payable in June 1978 and incorporated into the grid August 31, 1978.
Health and Welfare:	<u>OHIP</u> - Employer pays 100% (75%) of premium.
Adoption Leave (new):	Up to 12 months' unpaid leave with no loss of seniority and possible extension of a further 12 months.
Educational Development Fund:	\$20,000 (\$16,500) for the 1977-78 school year.

The Northumberland and Newcastle Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher Category D 0-6 years	\$9,712 - \$13,045 (\$9,180 - \$12,330)
	Teacher Category A1 0-11 years	\$11,744 - \$20,419 (\$11,100 - \$19,300)
	Teacher Category A4 0-12 years	\$14,468 - \$26,450 (\$13,675 - \$25,000)

Responsibility Allowances:	<u>Principals</u>	
	1 to 4 teachers	\$529 (\$500) per teacher
	4.1 to 8 teachers	\$3,174 (\$3,000) allowance
	8.1 to 12 teachers	\$4,232 (\$4,000) allowance
	12.1 to 16 teachers	\$5,290 (\$5,000) allowance
	16.1 or more teachers	\$6,348 (\$6,000) allowance

Grid salary plus allowance not to exceed
\$32,269 (\$30,500)

Vice Principals

1 to 12.5 teachers	No Vice Principal
12.6 to 18.5 teachers	\$2,328 (\$2,200)
18.6 or more teachers	\$2,539 (\$2,400)

Consultants \$2,751 (\$2,600)

Northumberland and Newcastle Board of Education - District 49, Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 440 employees, settled at the bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	5.8%
	Teacher Category I 0-11 years	\$11,744-\$20,419 (\$11,100-\$19,300)
	Teacher Category IV 0-12 years	\$14,468-\$26,450 (\$13,675-\$25,000)

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and 1'Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 1,150 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:		<u>Sept. 1/77</u>
	Increases:	
	Teachers	6.8%
	Vice Principals	\$1,800
	Principals	\$2,000
	<u>Annual Rates</u>	
	Teacher - Level D 0-6 years	\$10,059-\$13,877 (\$9,419-\$12,993)
	Teacher - Level A1 0-10 years	\$13,644-\$22,422 (\$12,775-\$20,994)
	Teacher - Level A4 0-10 years	\$15,924-\$27,508 (\$14,910-\$25,757)
	Vice Principal 0-5 years	\$25,430-\$29,230 (\$23,630-\$27,430)
	Principal 0-7 years	\$28,930-\$34,430 (\$26,930-\$32,430)
Additional	Consultant	\$3,280 (\$3,080)
Annual	Co-ordinator	\$4,300 (\$4,100)
Allowances:		

Health and
Welfare:

Long-Term Disability - Employer's contribution reduced to 70% (80%) to offset costs of the new dental plan.

Dental Plan (new) - Employer contributes 50% of the premium cost for Ontario Blue Cross Plan #9.

Oxford County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1977 to August 31, 1978, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective

Sept. 1/77

Annual Rates

Teacher Category D	\$9,565-\$12,775
0-6 years	(\$9,035-\$12,035)

Teacher Category A1	\$11,740-\$19,880
0-11 years	(\$11,135-\$18,735)

Teacher Category A4	\$14,090-\$25,640
0-11 years	(\$13,235-\$24,235)

Principals (Separate grid; varies by qualifications)

Category D	\$16,715-\$19,515
0-4 years	(\$14,850-\$17,650)

Category C	\$20,665-\$23,665
0-4 years	(\$18,800-\$21,800)

Category B	\$21,765-\$24,965
0-4 years	(\$19,900-\$23,100)

Category A	\$22,865-\$26,265
0-4 years	(\$21,000-\$24,400)

Responsibility
Allowances:

Vice-Principal - \$2,400 (\$2,230)
Coordinator - \$4,060 (\$3,500)
Consultant - \$2,727 (\$2,525)
Adjustment Counsellor - \$2,727 (\$2,525)
Assistant Supervisor - \$890 (\$825)

Oxford County Board of Education - District 46, Ontario Secondary School Teachers Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 355 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	6.3%-7.1%
	Teacher Category I 0-11 years	\$12,135-\$19,890 (\$11,335-\$18,645)
	Teacher Category IV 0-11 years	\$14,375-\$25,760 (\$13,435-\$24,235)
Retirement Gratuity Plan:	For employees commencing employment September 1, 1978 and there- after, maximum gratuity payable shall not exceed \$8,000. Maximum gratuity payable to established employees continues to be one-half of gross salary of final year.	
Health and Welfare:	<u>Dental Plan</u> - Employer pays 65% (60%) of cost of premiums.	
	This settlement is subject to approval by the Anti-Inflation Board.	

Peel Board of Education - Ontario Secondary School Teachers' Federation (OTF):

A 24-month renewal agreement effective from September 1, 1976 to August 31, 1978, covering 1,700 employees, settled at the arbitration stage. Duration of negotiations - 18 months. While the wage increases and benefit improvements shown below have been stipulated by the arbitration award, a number of issues remain unresolved pending further arbitral resolution.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
	Average Salary	9.2%	7.73%
	Grid Increases		
	<u>Annual Rates</u>		
	Teacher Category 1 0-9 years	\$11,769-\$20,365 (\$10,801-\$17,964)	\$12,711-\$21,993
	Teacher Category 4 0-11 years	\$14,634-\$25,139 (\$13,984-\$22,739)	\$15,805-\$27,150
	Principal	\$32,302-\$34,689 (\$29,902-\$32,289)	\$34,702-\$37,089
	Vice Principal	\$28,322-\$30,710 (\$25,922-\$28,310)	\$30,588-\$33,110
	Co-ordinators	\$27,381-\$30,734 (\$25,922-\$28,310)	\$29,571-\$33,134

Health and Welfare:	<u>Sick Leave</u> - 300 (260) days maximum accumulation.
	<u>Life Insurance and A.D. & D.</u> - Effective September 1, 1976, the employer pays 100% (66 2/3%) of the premiums for coverage similar to the previous agreement: Males 2½ times annual salary to the nearest \$500 and females, option of 1 or 2½ times annual salary to the nearest \$500.

Effective September 1, 1977, coverage will be for \$25,000 for all employees. In addition, employees at their own expense may elect a further \$25,000 coverage.

OHIP - Employer pays 100% (75%) of the premium.

Extended Health Benefits and Semi-Private Coverage - Employer pays 100% (50%) of the premium.

Long Term Disability (new) - Effective September 1, 1977 with the employer paying administrative costs and 50% of the premium.

Dental Plan - The employer pays 100% (50%) of the premium. Coverage of services has been extended and will be based on 1976 (1975) Ontario Dental Association fee schedule.

Perth County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 410 employees, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	3.6%-9.0%
	Teacher Cat. D Level 1 0-6 years	\$8,600-\$12,210* (\$8,300-\$11,403)
	Teacher Cat. A4 Level 7 0-12 years	\$13,390-\$24,190* (\$12,600-\$22,200)

*New rates include a COLA fold-in equalling 2.45% of each grid position in the 1975-1976 wage schedule.

Cost-of-Living Provision: Discontinued.

Retirement Gratuity Plan: Employee is eligible for benefits after 10 (12) years' service.

Responsibility Allowances: Vice-Principal - \$2,400 (\$2,300) per year.
Consultant - \$2,700 (\$2,600) per year.

Peterborough County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Sept. 1/77

Annual Rates

Teacher Category 1	\$9,400-\$12,200
0-5 years	(\$8,800-\$11,500)
Teacher Category 4	\$11,800-\$20,600
0-12 years	(\$11,100-\$19,600)
Teacher Category 7	\$14,100-\$25,900
0-12 years	(\$13,300-\$24,700)

Responsibility Principal - Ranges from \$3,200 with 5.5 or fewer rooms to
Allowances: \$6,800 with 25 or more rooms.

Vice Principal - \$1,700(\$1,600) on appointment with 4 annual increments of \$150 (unchanged) to a maximum of \$2,300(\$2,200).

(Previous allowance based on number of classrooms and years of experience with a maximum of \$6,200 payable in the fourth year in a school with 19 or more rooms.)

Health and Dental Plan - Periodontal coverage has been added to the basic
Welfare: plan.

Peterborough County Board of Education - District 18, Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Sept. 1/77

Average Increase	6%
Teacher Category I	\$12,000 - \$20,750
0 - 12 years	(\$11,100 - \$19,600)
Teacher Category IV	\$14,000 - \$26,150
0 - 12 years	(\$13,300 - \$24,700)

Health and Life Insurance and OHIP - Employer pays 70% (66 2/3%) of cost of
Welfare: premiums.

Dental Plan - Periodontal coverage has been added to the basic plan.

Responsibility Assistant Department Head - \$950 (\$900) per year.
Allowances: Minor Department Head - \$1,200 (\$1,150) per year.
Major Department Head - \$2,200 (\$2,100) per year.
Director - \$2,400 (\$2,300) per year.

Sault Ste. Marie Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 406 employees, settled at the bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	6.82%, on the average
	Teacher 1	\$12,625-\$21,625
	0-10 years	(\$11,600-\$20,000)
	Teacher 4	\$15,175-\$26,815
	0-12 years	(\$14,000-\$24,890)

Sault Ste. Marie District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 350 teachers, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	5.0%-15.2%
	Teacher Category 1	\$9,896-\$12,521
	0-5 years	(\$9,425-\$11,925)
	Teacher Category 7	\$15,353-\$25,352
	0-11 years	(\$13,325-\$23,325)

Cost-of-Living Allowance (new): 1% for each 1% rise which the August 1978 Index represents when compared to the August 1977 base. Triggered at 6%, with 1971 equal to 100. Allowance is capped at 3% of gross annual salary and will be paid as a fold-in.

Responsibility Allowances: All such allowances increase by 6%.

Bereavement Leave: Staff members responsible for making funeral arrangements receive 5 (3) days' paid leave.

Sudbury Board of Education - Ontario Secondary School Teachers' Federation and l'Assn. des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 895 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher Group 1	\$12,500-\$20,700
	0-10 years	(\$11,500-\$19,400)
	Teacher Group 4	\$15,002-\$26,750
	0-12 years	(\$13,804-\$25,000)

Principals

0-3 years

Sept. 1/77

'A' Schools
(Less than 600
students)

\$31,800-\$33,900
(\$30,000-\$32,100)

'AA' Schools
(600 or more
students)

\$33,500-\$35,600
(\$31,700-\$33,800)

Vice Principals

0-3 years

\$29,600-\$31,700
(\$27,800-\$29,900)

Health and
Welfare:

Extended Health Care - Effective January 1, 1978, eyeglass coverage will be increased to a \$60(\$40) allowance every 2 years.

Dental Plan - Effective January 1, 1978, coverage will be extended to include periodontal, endodontic and surgical services and benefits will be payable on the 1977(1976) Ontario Dental Association fee schedule.

Staff
Redundancy:

In the event any permanent employee on September 1, 1977 is declared redundant, the employer agrees to offer to employ a maximum of 6 such employees on September 1 as full-time supply teachers for a minimum period of 1 year with the understanding that they will be placed in teaching positions as vacancies occur.

If as a result of a new staffing formula, additional teachers are declared redundant in September, they will be employed at least until December 31 and up to 6 will be retained until June 30 of that school year.

Provision is also made for a Staff-Board Committee to replace an employee in a school with the least seniority in the system by an employee on the redundancy list whose qualifications may be deemed more appropriate.

(Previously up to 3 permanent employees declared redundant could be retained as permanent supply teachers for a minimum of 1 year, provided they had been employed continuously since September 1, 1972.)

Sudbury District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and l'Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 1,040 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher Category D	\$9,460-\$14,380
	0-6 years	(\$8,580-\$13,320)*
	Teacher Category A1	\$12,330-\$21,080
	0-11 years	(\$11,420-\$19,520)*
	Teacher Category A4	\$14,330-\$26,100
	0-11 years	(\$13,270-\$24,160)*

Responsibility Allowances: Principals

<u>Units Supervised</u>	<u>Amount per Unit</u>
First 2	\$1,155 (\$1,090)
Next 4	\$575 (\$545)
Next 4	\$345 (\$325)
Next 6	\$235 (\$220)
Next 6	\$175 (\$165)
Next 6	\$115 (\$110)
Additional	\$60 (\$55)

Vice Principals

First 14 units, \$1,850 (\$1,745) basic allowance
Additional units, \$125 (\$120) each.

Directors - Unchanged from the revised amount of \$4,900 established subsequent to review of the previous agreement by the Anti-Inflation Board.

Consultants - Unchanged from the revised amount of \$2,450 established subsequent to review of the previous agreement by the Anti-Inflation Board.

Health and Welfare: Extended Health Care Plan - \$50 per year vision care allowance (new).

Transportation Allowance: 22¢ (20¢) per mile. The allowance is to be increased by 1¢ for every 7¢ per gallon increase in the price of gasoline.

*Revised amount subsequent to Anti-Inflation Board review.

Toronto City Board of Education - Local 1316, Canadian Union of Public Employees (CLC)(elementary school office and clerical employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase	\$12 to \$16 per week for Clerical Assistant; \$15 to \$20 per week for Administrative Assistant
	Clerical Assistant	\$172-\$201 (\$160-\$186)
	Administrative Assistant	\$199-\$232 (\$184-\$215)

Probationary period is 5 months. Increment progression is based on merit.

Paid Vacation: 4 weeks after 11 (13) years' service.

Health and Welfare: Life Insurance - Employer pays 100% of cost of premiums for first \$25,000 coverage and 75% of cost of premiums for any additional coverage. (Previously, employer paid 75% of cost of premiums for all coverage.)

Victoria County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	6%, rounded to the nearest \$10
	Teacher Level D	\$8,900-\$12,830
	0-6 years	(\$8,400-\$12,100)
	Teacher Level A4	\$14,400-\$26,180
	0-12 years	(\$13,590-\$24,700)

Cost-of-Living Allowance (new): 1% for each 1% rise in the Consumer Price Index, where 1971 equals 100. A single payment will be made in February of 1978. Amount shall be determined by the percentage rise in the Index between December 1976 and December 1977 which exceeds 10%. Payment is capped at 2% of average annual salary.

Health and Welfare: Life Insurance - \$50,000 (\$30,000) coverage.

Allowances: All allowances increase 6%, rounded to the nearest \$10.

Waterloo County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement, effective from September 1, 1977 to August 31, 1978, covering 1,600 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 31/77</u>	<u>Sept. 1/77</u>
	COLA Fold-in	*	
	Annual Increases (Basic Salary Grid)		Category D - \$400 Category C - \$300 Category B - \$200
			Categories A1, A2, A3, and A4 - increases range from \$200 for year 0 to no increase for year 10 with \$20 increments between

Since the August 31, 1977 COLA fold-in stipulated by the previous agreement is yet undetermined, new rates for September 1, 1977 are unspecified at this time.

*Increases for Principals, Vice Principals and Coordinators will be limited to the COLA fold-in, expected to be in the neighbourhood of 8%, but, in accordance with an earlier Anti-Inflation Board ruling, will not exceed \$2,400 in the case of Principals.

Cost of Living Allowance:

Adjustments, if warranted, will be made at the mid-term and at the termination of the agreement and will be based on the monthly increases or decreases in the Consumer Price Index for each of the preceding 6 months as measured against the Index for August 1977. The net change divided by 6 and multiplied by the employee's total salary received during the same 6-month interval will determine the adjustment payable.

On August 31, 1978, salaries will be increased by a full cost of living allowance fold-in calculated as the rate of increase in the C.P.I. from August 1977 to August 1978.

(The formula is unchanged from the previous agreement.)

Health and Welfare:

Group Life and A.D. & D. - Employees may elect either \$2,000 coverage (unchanged) or \$15,000 (\$10,000) coverage with the premiums continuing to be paid 90% by the employer.

Retirement Gratuity:

From September 1, 1977, full accumulation of unused sick leave days, with a maximum accumulation as of June 30, 1977 of 220 days.

Calculations of pay will be one-half the number of retirement sick leave days times (1/200 of year 0, category 1) to a maximum of one-half of category 4 maximum or one-half teacher's salary in the last year of teaching, whichever is less (previously \$40 per unused day of sick leave to a maximum of \$4,400).

Paternity Leave (new):

1 day's paid leave to permit a father to be present at his child's birth.

Waterloo County Board of Education - Ontario Secondary School Teachers'

Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 975 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective

Aug. 31/77

Sept. 1/77

COLA Fold-in

*

Annual Increases
(Basic Salary Grid)

Range from \$200 for year 0
to no increase for year 10
with \$20 increments between

Since the August 31, 1977 COLA fold-in stipulated by the previous agreement is yet undetermined, new rates for September 1, 1977 are unspecified at this time.

*Increases for Principals, Vice Principals and Coordinators will be limited to the COLA fold-in, expected to be in the neighbourhood of 8%, but, in accordance with an earlier Anti-Inflation Board ruling, will not exceed \$2,400 in the case of Principals.

Cost of Living Allowance:

Adjustments, if warranted, will be made at the mid-term and at the termination of the agreement and will be based on the monthly increases or decreases in the Consumer Price Index for each of the preceding 6 months as measured against the Index for August 1977. The net change divided by 6 and multiplied by the employee's total salary received during the same 6-month interval will determine the adjustment payable.

On August 31, 1978 salaries will be increased by a full cost of living allowance fold-in calculated as the rate of increase in the C.P.I. from August 1977 to August 1978.

(The formula is unchanged from the previous agreement.)

Health and Welfare:

Group Life and A.D. & D. - Employees may elect either \$2,000 coverage (unchanged) or \$15,000 (\$10,000) coverage with the premiums continuing to be paid 90% by the employer.

Dental Plan (new) - Effective November 1, 1977 employer pays 66 2/3% of the premiums for a basic dental plan.

Retirement Gratuity:

From September 1, 1977 full accumulation of unused sick leave days, with a maximum accumulation as of June 30, 1977 of 220 days.

Calculations of pay will be one-half the number of retirement sick leave days times (1/200 of year 0, category 1) to a maximum of one-half of category 4 maximum or one-half teacher's salary in the last year of teaching, whichever is less (previously \$40 per unused day of sick leave to a maximum of \$4,400).

Paternity Leave (new):

1 day's paid leave to permit a father to be present at his child's birth.

Waterloo County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and l'Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 800 employees, settled at the mediation stage. Duration of negotiations - 6 months.

A.I.B.
Rollback/
Previous
Agreement:

Supervisory and responsibility allowances for principals, vice principals and consultants as originally negotiated for the 1975-1976 agreement were reduced to the 1974-1975 levels following review by the Anti-Inflation Board. The reduced amounts are shown in brackets below.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher Category D 0-6 years	\$9,646-\$13,239 (\$9,100-\$12,490)
	Teacher Category A1 0-12 years	\$11,815-\$21,000 (\$11,147-\$19,817)
	Teacher Category A4 0-12 years	\$14,172-\$24,930 (\$13,370-\$23,517)
Supervisory And Responsibility Allowances:	<u>Principals</u>	
	Junior Schools (K-6 or K-8)	\$3,700-\$5,500 (\$3,000-\$4,800)
	Senior Schools (Grades 7-8-9-10)	Basic scale maximum of own level plus 23% to next nearest \$100, with \$500 annual increments for 5 years (Formula is unchanged.)
	<u>Vice Principals</u>	
	Junior Schools (K-6 or K-8)	50% of the allowance scale paid principals of junior schools
	Senior Schools (Grades 7-8-9-10)	\$3,475-\$5,175 (\$2,500-\$4,200)
	Consultants	\$2,000-\$2,600 (\$1,800-\$2,400)
	Department Heads	\$2,050 (\$1,950)
	Minor Department Heads	\$1,000 (\$975)
Health and Welfare:	<u>Sick Leave</u> - 220 (200) days maximum accumulation.	
Bereavement Leave:	5 (3) days' paid leave for death of child.	

University of Guelph at Guelph - University of Guelph Staff Association (Ind.)
(office, clerical, laboratory, technical and agricultural
empls.): A 12-month renewal agreement effective from
 July 1, 1977 to June 30, 1978, covering 800 employees, settled
 at the bargaining stage. Duration of negotiations - 2 months.

Amendment to
 Previous
 Agreement: In accordance with terms of the July 1, 1975-June 30, 1977
 agreement, wage negotiations were conducted at the mid-point,
 resulting in an 8% basic and a 3½% merit increase for non-
 agricultural workers and an 11% increase for agricultural
 workers effective July 1, 1976. The rates shown below in
 brackets reflect these adjustments.

Wages:	Effective	<u>July 1/77</u>
	Increases	6.2% (non-agricultural workers) 8.7% (agricultural workers)
	<u>Weekly Rates</u> (35 hours per week)	
	Clerk Typist	\$124.25-\$161.42 (\$117.00-\$152.00)
	Senior Technician	\$253.82-\$366.39 (\$239.00-\$345.00)
	Agricultural Worker	\$207.98-\$226.79 (\$191.00-\$208.00)
Merit Pay:	An amount equal to 2.5% (3.5%) of the gross salaries of bargaining unit members will be distributed on the basis of merit, as assessed by the employer, to non-agricultural employees.	
Paid Vacation:	3 weeks after 1 year, 4 weeks after 12 years (both unchanged) and 4 weeks and 2 days after 18 (20) years.	
Health and Welfare:	<u>Long Term Salary Continuation</u> - 66 2/3% (50%) of wages.	
Adoption Leave (new):	3 days with pay; up to 6 months without pay.	
Accrual of Vacation Credits:	Credits accrue while on maternity or adoption leave (new).	
Notice of Layoff or Pay in Lieu:	Up to 4 years of service 4 years but less than 6 6 years but less than 8 8 years or more	1 month 2 months 3 months 4 months

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food services employees): A 24-month renewal agreement effective from July 1, 1977 to June 30, 1979, covering 395 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/77</u>	<u>July 1/78</u>
	Increase	6%; 7.3% for Food Service Assistant	wage reopener

July 1/77

Food Service Assistant	\$3.99 (\$3.72)
Custodian I	\$5.02 (\$4.73)
Baker	\$5.55 (\$5.24)
Electrician	\$7.11 (\$6.71)

Previous rates are the result of a wage reopener.

Paid Vacation: 3 weeks after 4(5) years' service and 4 weeks after 10(15) years

HEALTH AND WELFARE SERVICES

Niagara Regional Municipality (Homes for Senior Citizens) at Niagara Falls, Port Colborne, St. Catharines and Welland - Local 1263, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from March 1, 1977 to February 28, 1978, covering 460 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Mar. 1/77</u>
	Increase	21¢-38¢
	Housekeeping Aide	\$4.44-\$4.59 (\$4.23-\$4.38)
	Stationary Engineer	\$6.45-\$6.70 (\$6.07-\$6.32)

Probationary period is 60 calendar days. Maximum rates reached after one 6-month increase.

Shift Premium: 0-\$1.55-\$1.55 (0-\$1.40-\$1.40).

Paid Vacation: 4 weeks after 10 (12) years' service and 5 weeks after 20 (21) years.

Health and Welfare: Dental Plan (new) - Employer pays 100% of cost of premiums for Blue Cross Code 9 Plan or its equivalent.

PERSONAL SERVICES

Canadian National Institute for the Blind (Ontario Division) province-wide - Local 681, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1976 to October 31, 1978, covering 500 employees, settled at the mediation stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Nov. 1/76</u>	<u>Mar. 21/77</u>	<u>Nov. 1/77</u>
	General Increases	24¢		17¢
	COLA Fold-in		16¢	
	General Help	\$3.70 (\$3.46)	\$3.86	\$4.03
	Vending Technician	\$5.10-\$6.30 (\$4.86-\$6.06)	\$5.26-\$6.46	\$5.43-\$6.63
Cost of Living Allowance:	Discontinued. The 16¢ generated under the previous agreement was incorporated into the wage structure March 21, 1977.			
Paid Holidays:	Heritage Day will be added if proclaimed by the Government as a statutory holiday for a total of 11 (10) plus November 11 for employees working in a unit which is closed by the client in observance of Remembrance Day.			

Canadian National Railways, Hotel Department, Chateau Laurier Hotel at Ottawa - Local 270, Railway, Transport and General Workers (CLC): A 13-month renewal agreement effective from June 1, 1977 to June 30, 1978, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 1/77</u>	<u>Dec. 1/77</u>
	Increases	25¢ for non-gratuity employees, 20¢ for gratuity employees	10¢
	Additional Adjustments	\$.18-\$1.63 for Maintenance Department	
	Maid	\$3.34 (\$3.14)	\$3.44
	Electrician	\$6.30 (\$5.42)	\$6.40

Split Shift Premium: \$1.50 (\$1.25) per day.

Call-Back Pay: Minimum of 4 (3) hours' pay if called back after regularly assigned hours.

Paid Vacations: 4 weeks after 12 (16) years.

Health and Welfare: Extended Health Care Plan - Employer contributes \$2.62 per month for married employees and \$1.04 per month for single employees to new plan.

Hotel Association of Metropolitan Toronto - Local 280, Hotel Employees (AFL-CIO/CLC): An 18-month renewal agreement effective from November 1, 1976 to April 30, 1978, covering 900 employees, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Nov. 1/76</u>	<u>May 1/77</u>
	General Increases	4%	2%
	<u>Weekly Rates</u>		
	Waiter	\$128.96 (\$124.00)	\$131.54
	Tapman	\$179.92	\$183.52
	Service Bartender	(\$173.00)	
Cost of Living Allowance:	Semi-annual adjustments of 1¢ for each 0.5 rise in the Consumer Price Index beyond a 5 point rise occurring during any 6-month period (unchanged).		
Paid Holidays:	Easter Sunday will be recognized as a holiday, for purpose of pay calculations, for those establishments open for business on that day. Otherwise the provision remains unchanged with 9 holidays plus special provisions for an election day.		

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (physical sciences group): A 12-month renewal agreement effective from April 19, 1977 to April 16, 1978, covering 545 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 19/77</u>
	Increases:	
	Level 1	\$1,365
	Level 2	\$1,540
	Level 3	\$1,747
	Levels 4 and 5	\$1,950
	<u>Annual Rates</u>	
	PC-1	\$10,915-\$19,820* (\$ 9,730-\$18,455)
	PC-3	\$23,383-\$27,999 (\$21,636-\$26,252)
	PC-5	\$31,647-\$35,285 (\$29,697-\$33,335)

*A special adjustment to the minimum or hiring rate resulted in an increase which differs from that generally applicable to Level 1.

Standby Pay (new): \$4 for each 8-hour period; \$9 for each 8-hour period on a day of rest or designated paid holiday.

Paid Vacation: 3 weeks after 1 year of service, 4 weeks after 13 years (both unchanged), and 5 weeks after 27 (28) years.

Travelling Pay: Applicable premium rate (half-time rate) for each hour of required travel outside regular working hours up to a maximum amount payable equal to 8 (7½) hours' pay at straight time (half-time) rate.

Part-time Employees (new): All benefits under the agreement will be pro-rated for part-time employees.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (translation group): A 9½-month renewal agreement effective from June 10, 1977 to March 25, 1978 with a wage increase retroactive to March 22, 1976, covering 1,065 employees, settled at the conciliation board stage. Duration of negotiations - 19 months.

Wages:	Effective	Mar. 22/76	Mar. 21/77
General Increases		10%	6.9%
<u>Annual Rates</u>			
TR-1		\$9,860-\$17,550* (\$7,960-\$15,850)	\$10,540-\$18,760
TR-2		\$16,309-\$21,456 (\$14,826-\$19,505)	\$17,434-\$22,936
TR-3		\$20,444-\$25,554 (\$18,585-\$23,231)	\$21,855-\$27,317
TR-4 (previously Performance Pay)		\$22,990-\$27,560 (\$20,900-\$28,000)	\$24,576-\$29,462

*The minimum rate was increased by an additional \$1,000 before application of the 10% wage increase.

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 12 (15) years and 5 weeks after 27 (28) years.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (engineering and scientific support group): A 6-month renewal agreement effective from June 29, 1977 to December 25, 1977 with a wage increase retroactive to December 27, 1976, covering 7,950 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Dec. 27/76</u>
	General Increase	\$1,150
	EG-ESS 1	\$9,918-\$11,030 (\$8,768-\$ 9,880)
	EG-ESS 6	\$15,499-\$17,369 (\$14,349-\$16,219)
	ES-ESS 11	\$26,046-\$29,357 (\$24,896-\$28,207)

Shift Premium: 0-20¢-28¢ (0-16¢-23¢).

Standby Pay: \$3.25 (\$3) for each 8 consecutive hours or portion and \$7.55 (\$7) on a day of rest or designated paid holiday.

Paid Vacation: Effective March 1, 1977, 4 weeks after 13 (15) years' service and 5 weeks after 27 (28) years. Also 3 weeks after 1 year (unchanged).

Meal Allowance: \$3.00 (\$2.50) after 3 hours of overtime and \$2.25 (\$1.75) for one additional overtime meal.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (purchasing and supply group): A 6½-month renewal agreement effective from June 8, 1977 to December 25, 1977 with a wage increase retroactive to December 27, 1976, covering 1,315 employees, settled at the arbitration stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Dec. 27/76</u>
	General Increase	8.7% to maximum \$2,400 per year

Annual Rates

PG 1	\$10,047-\$16,526 (\$ 9,243-\$15,203)
PG 6	\$29,374-\$32,738 (\$27,023-\$30,338)

Paid Vacation: Effective April 1, 1977, 4 weeks after 13 (15) years and 5 weeks after 27 (28) years. Also 3 weeks after 1 year (unchanged)

Meal Allowance: \$3.00 (\$2.50) after 3 hours of overtime and \$2.15 (\$1.95) after 7 hours.

Penological Factor Allowance: Ranges from \$100 (\$95) to \$1,000 (\$952) per annum, depending on type of institution and degree of contact.

Technological Change (new): Minimum 3 months' notice to Union in the event of any major change and joint consultation on problems.

PROVINCIAL ADMINISTRATION

Workmen's Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC) (rehabilitation workers, clerks, registered nurses, etc.): A 12-month renewal agreement effective from October 1, 1976 to September 30, 1977, covering 1,200 employees, settled at the arbitration stage. Duration of negotiations - 11 months.

Wages:	Effective	Oct. 1/76
	General Increases:	
	Senior Administrative and Treatment	\$28/week
	Administrative and Clerical	\$25/week
	Industrial	55¢/hour
	Senior Administrative (weekly rates)	
	Auditor	\$232.62-\$323.08
	(Salary Grade 075, formerly 75)	(\$204.62-\$295.08)
	Social Worker	\$325.23-\$450.15
	(Salary Grade 070, formerly 70)	(\$297.23-\$422.15)
	Administrative and Clerical (weekly rates)	
	Filing Clerk 4	\$141.48-\$161.64
	(Salary Grade 001, formerly 11)	(\$116.48-\$136.64)
	Translator Specialist	\$260.20-\$319.56
	(Salary Grade 009, formerly 3)	(\$235.20-\$294.56)
	Industrial (hourly rates)	
	Sewing Machine Operator	\$3.83-\$4.13
	(Salary Grade 041, formerly 21)	(\$3.28-\$3.58)
	Electrician	\$6.46-\$6.96
	(Salary Grade 032, formerly 29)	(\$5.91-\$6.41)
	Treatment (weekly rates)	
	P.T. Department Aide	\$169.12-\$181.44
	(Salary Grade 040, formerly 40)	(\$141.12-\$153.44)
	Remedial Gymnast I	\$275.52-\$336.00
	(Salary Grade 050, formerly 50)	(\$247.52-\$308.00)
Shift Premium:	Effective October 1, 1976, 0-25¢-25¢ (0-16¢-16¢).	
	Applies to temporary and part-time employees who work a full-time weekly schedule (new).	
Paid Holidays:	11 days (unchanged), plus any special holiday proclaimed by the Governor General or Lieutenant Governor (new).	
Paid Vacation:	3 weeks after 1 year (unchanged), 4 weeks after 10 (15) years and 5 weeks after 20 (25) years.	

Union Effective September 30, 1977 dues check-off is mandatory for all employees. (Current provision permits an employee not a Union member prior to October 1, 1975 to opt out of dues payment.)

Effective May 31, 1977, union dues will be deducted from all temporary and part-time employees (previously not mandatory).

Mileage Allowance:	Southern Ontario	Northern Ontario
0-5,000 miles	20¢ (19¢) per mile	21¢ (20¢) per mile
5,001-15,000 miles	16¢ (14¢)	17¢ (15¢)
15,001 and over	14¢ (12¢)	15¢ (13¢)

LOCAL ADMINISTRATION

Halton Regional Board of Commissioners of Police - Police Association (Ind.):
A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase	\$1,074.65-\$2,198.65
	Constable, Fourth Class	\$12,667.20 (\$11,592.55)
	Constable, First Class	\$19,177.60 (\$17,498.55)
	Staff Inspector	\$26,083.20 (\$23,884.55)

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 350 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7½ months.

Wages: Each member of the bargaining unit receives a cash payment of \$70.

Effective	<u>Jan. 1/77</u>
Increase	6% for Students; 6.9% for all other employees

Hourly-Rated Classifications

Level 1 (includes Labourer-Permanent)	\$5.63-\$5.94 (\$5.27-\$5.56)
Level 13 (includes Carpenter)	\$6.83-\$7.23 (\$6.39-\$6.76)

Jan. 1/77

Salary Classifications

Level 1 (includes General Clerk, Grade 1)	\$9,121-\$9,595 (\$8,532-\$8,976)
Level 19 (Senior Plumbing Inspector)	\$16,894-\$17,868 (\$15,804-\$16,715)

Probationary period is 3 months. Maximum rates for Labourer-Permanent and General Clerk, Grade 1 reached upon completion of probationary period. Maximum rate for Carpenter reached after one 6-month increase and, for Senior Plumbing Inspector, after one 9-month increase.

Saturday/
Sunday
Premium: 30¢ (25¢) per hour.

Bonus for
Scheduled
Holiday
Work: 30¢ (25¢) per hour.

Health and
Welfare: Extended Health Care Plan - Maximum claim for eyeglasses is \$60 (\$40) per person per year.

Dental Plan - Employer pays 100% (90%) of cost of premiums.

Safety Shoe
Allowance: Employer pays up to \$35 (\$25) during the two-year period 1977-1978 (1975-1976).

Niagara Regional Municipality - Local 1287, Canadian Union of Public Employees (CLC)
(Public Works Dept. and office and clerical employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 450 employees, settled during a work stoppage. Duration of negotiations - 5½ months.

Wages: Settlement pay of \$100 for each employee on staff as of May 12, 1977.

Effective Jan. 1/77
General Increase 6%

Roads, Water Treatment and Pollution Control Units

Job Level 1 (includes Labourer)	\$5.51 - \$5.85 (\$5.20 - \$5.52)
Job Level 13 (includes Area Maintenance Man - Certified)	\$7.67 - \$8.16 (\$7.24 - \$7.70)

Office & Clerical Unit

Job Level 1 (includes Clerk-Typist I)	\$8,706 - \$9,260 (\$8,213 - \$8,736)
Job Level 10 (includes System Analyst/Programmer)	\$16,559 - \$17,616 (\$15,622 - \$16,619)

Probationary period is 45 regular shifts. Maximum rates for Labourer, Area Maintenance Man - Certified and Clerk-Typist I are reached after one 60-working day increase. Maximum rate for System Analyst/Programmer is reached after one 3-month and one 9-month increase.

Shift Premium: 0 - 22¢ - 26¢ (0 - 22¢ - 22¢).

Saturday/
Sunday Premium: 30¢ (25¢) per hour.

Paid Vacation: 4 weeks after 10 (12) years' service and 5 weeks after 20 (21) years.

Health and Welfare: Long-Term Disability Plan - Effective July 1, 1977, Plan provides coverage for 75% (60%) of an employee's gross annual income.

Dental Plan - Effective July 1, 1977, Blue Cross Code 9 Plan replaces Blue Cross Code 7 Plan. Payments are based on the 1977 (1976) fee schedule.

Mileage Allowance: 21¢ (18¢) per mile.

Safety Shoe Allowance: \$17.50 (\$10) per year to employees required to wear safety footwear.

North York Borough Corporation - Local 373, Canadian Union of Public Employees

(CLC) (inside employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 520 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages: Effective Jan. 1/77

General Increase 8%

Weekly Rates

Clerk General Gr. 1 \$148.83-\$171.24
(35 hours per week) (\$137.81-\$158.56)

Chief Draughtsman \$342.46-\$388.70
(Public Works) (\$317.09-\$359.91)
(35 hours per week)

Cost of Living Allowance: 1% per 1% increase in the Consumer Price Index (1971=100) above 164 payable in a lump sum after December 31, 1977 (formula unchanged except previous trigger point was 158).

Shift Premium: 0-25¢-25¢ (0-22¢-22¢).

Car Allowance: 21¢ (20¢) per mile. For designated low mileage users: a minimum guarantee of \$20 per month inclusive of the payment for miles used from 1 to 1,999 miles at 22¢ per mile; 2,000 miles and above - 21¢ per mile (new).

Ottawa City - Local 162, International Association of Fire Fighters

(AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Jan. 1/77

Increases -

Probationer	\$800
3rd Class Fire Fighter	\$900
2nd Class Fire Fighter	\$1,000
1st Class Fire Fighter	
and all others	\$1,420

Annual Rates

Fire Fighter	\$14,724
Third Class	(\$13,824)
Fire Fighter	\$18,700
First Class	(\$17,280)
Platoon Chief	\$25,612
	(\$24,192)

Service Bonus: Years of Amount of
 Service Bonus

10	\$120 (\$100)
15	\$180 (\$150)
20	\$240 (\$200)
25	\$300 (\$250)
30	\$360 (new)
35	\$420 (new)

Thunder Bay City Board of Commissioners of Police - Thunder Bay Police Association (Ind.) (policemen and civilian employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 200 employees, settled by arbitration. Duration of negotiations - 3½ months.

Wages: Effective Jan. 1/77

General Increase 8%

Policemen

4th Class Constable	\$12,871
	(\$11,918)
1st Class Constable	\$18,420
	(\$17,056)
Inspector	\$21,925
	(\$20,301)

Civilian Employees

Jan. 1/77

Salary Group E
(Statistics Clerk-
Planning)

\$6,880-\$8,452
(\$6,370-\$7,826)

Salary Group A
(includes Central
Records and Communi-
cations Clerk-Operator)

\$10,202-\$12,501
(\$ 9,446-\$11,575)

Maximum rates for civilian employees reached after four 1-year increases.

- Special Duty: Double time for each hour or part thereof spent in the performance of police duties during off-duty time, with a minimum of one hour, that is, 2 hours' pay, for each duty so performed (new).
- Paid Holidays: Heritage Day and Easter Sunday are added for a total of 13 (11) days.
- Paid Leave: One civilian delegate of the Thunder Bay Police Association receives 3 days' paid leave to attend the bi-annual meetings of the Civilian Police Personnel Association of Ontario (new).
- Pension Plan: Supplementary Pension - Effective January 1, 1977, Type 1 OMERS basic plan is implemented. Payable in full at age 60 for uniformed employees and at age 65 for civilian employees.
- Effective January 1, 1977, employer pays all past service costs (new) for uniformed and civilian employees.
- Court Pay: An employee required to attend any legal proceeding outside the City of Thunder Bay receives payment for travelling time to and from Court subject to the overtime provisions of the agreement, payment for transportation or an agreeable mileage supplement for the use of his own vehicle, and payment for accommodation, meals and any other out-of-pocket expenses incurred (new).

The above Award is under appeal.

CONSTRUCTION

Canadian Automatic Sprinkler Association - Local 853, Plumbers (AFL-CIO/CLC)
(sprinkler fitters): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: Effective July 1/77
General Increase 4.8%

July 1/77

Journeyman	\$10.82
Sprinkler Fitter -	(\$10.33)
Ontario West	
Journeyman	\$11.25
Sprinkler Fitter -	(\$10.74)
Ontario East	
Journeyman	\$11.90
Sprinkler Fitter -	(\$11.34)
Ontario Central	

Health and Welfare: Employer contribution is 50¢ (40¢) per hour.

Pension Plan: Employer contribution is 60¢ (50¢) per hour.

Car Allowance: 22¢ (20¢) per mile.

Room and Board Allowance: \$20 (\$18) per day based on seven days per week.

This settlement is subject to approval by the Anti-Inflation Board.

Construction Labour Relations Association of Ontario - Locals 491, 493 and 1036, Labourers (AFL-CIO/CLC): An 11-month renewal agreement effective from May 31, 1977 to April 30, 1978, covering 950 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 31/77</u>	<u>Nov. 1/77</u>
	Increases	26¢-31¢	10¢-16¢
	<u>Labourer</u>		
	Algoma	\$7.68 (\$7.37)	\$7.83
	Timmins, North Bay	\$7.75 (\$7.49)	\$7.91
	Sudbury	\$7.89 (\$7.59)	\$7.99

Health and Welfare: In Algoma employer contributes 40¢ (30¢) per hour.

Electrical Contractors Association of London - Local 120, Electrical Workers (IBEW)(AFL-CIO/CLC): An 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 369 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 26/77</u>
	General Increase	58¢
	Journeyman Electrician	\$11.38 (\$10.80)

Health and Welfare: Employer contributes 76¢ (65¢) per hour.
Note: 14¢ of total package increase is being withheld pending Anti-Inflation Board approval.

Electrical Contractors Association of Ottawa - Local 586, Electrical Workers (IBEW) (AFL-CIO/CLC): A 10½-month renewal agreement effective from June 13, 1977 to April 30, 1978, covering 1,000 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 13/77</u>	<u>Nov. 1/77</u>
	General Increases	50¢	15¢
	Journeyman Electrician	\$11.60 (\$11.10)	\$11.75

Hours of Work: 36 (37½) hours per week.

Health and Welfare: Employer contributes 87¢ (85¢) per hour. Effective November 1, 1977, employer contributes 90¢ per hour.

Masonry Contractors Association of Toronto - Local 1, Bricklayers, Masons Independent Union of Canada (CCU): A 12-month renewal agreement effective from June 1, 1977 to May 31, 1978, covering 1,600 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/77</u>	<u>Nov. 1/77</u>
	Increases	45¢ for Bricklayers, 40¢ for Assistants	20¢ for Bricklayers, 15¢ for Assistants
	Bricklayer's Assistant	\$8.58 (\$8.18)	\$8.73
	Journeyman Bricklayer	\$10.43 (\$ 9.98)	\$10.63

Ontario Acoustical Association - Local 1891, Painters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages: No change.

Health and Welfare: Effective July 1, 1977, employer contribution is 60¢ (40¢) per hour.

Pension Plan (new): Effective November 1, 1977, employer contribution is 20¢ per hour.

Ontario Acoustical Association (Ottawa) - Local 2041, Carpenters (AFL-CIO/CLC): An 11-month renewal agreement effective from June 9, 1977 to April 30, 1978, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 9/77</u>	<u>Nov. 1/77</u>
	General	43¢	15¢
	Increases		
	Journeyman	\$10.07	\$10.22
	Carpenter	(\$ 9.64)	

Pension Plan: Employer contributes 8¢ per hour (new).

Ontario Acoustical Association (Toronto) - Local 1617, Carpenters (AFL-CIO/CLC): An 11-month renewal agreement effective from June 6, 1977 to April 30, 1978, covering 600 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 6/77</u>
	General	25¢
	Increase	
	Journeyman	\$10.34
	Carpenter	(\$10.09)

Pension Plan: Effective November 1, 1977, employer contributes 20¢ per hour (new).

Sudbury Mechanical Contractors Association - Local 800, Plumbers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 450 employees, settled during a work stoppage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>May 30/77</u>
	General Increase	27¢ [*]
	Journeyman	\$10.88 (\$10.61)
	Journeyman - Residential Construction & Repair Work	\$9.79 (new)

*Note: Increase is subject to approval by the Anti-Inflation Board.

Hours of Work: When the majority of the Building Trades in Local 800 jurisdiction agree to a shorter workweek of 36 hours, it shall be implemented.

Health and Welfare: Effective June 16, 1977, employer contribution is 81¢ (30¢) per hour.

Board Allowance: Effective June 16, 1977, \$25 (\$20) per day worked.

Meal Allowance: Maximum meal value is \$4.25 (\$3.50).

Mileage Allowance: Effective June 16, 1977, 25¢ (20¢) per mile.

Sudbury Mechanical Contractors Association - Local 504, Sheet Metal Workers (AFL-CIO/CLC)(sheet metal section): A 10-month renewal agreement effective from June 29, 1977 to April 30, 1978, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>June 29/77</u>
	General Increase	50¢
	Journeyman	\$11.25 (\$10.75)

Health and Welfare: Employer contribution is 62¢ (55¢) per hour.

Pension Plan (new): Employer contribution is 10¢ per hour.

Union Fund (new): Employer contribution is 9¢ per hour.

Board Allowance: \$25 (\$20) per day.

Mileage Allowance: 25¢ (20¢) per mile.

Thunder Bay Construction Association - Local 2693, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 6/77</u>
	Increase	54¢-59¢
	Labourer	\$9.59 (\$9.05)
	Cement Finisher	\$10.39 (\$ 9.80)

Addendum

April 1977 Settlement

PERSONAL SERVICES

CN Tower Restaurants Ltd., a Division of CN Hotels at Toronto - Railway, Transport and General Workers (CLC): A 12-month first agreement effective from March 1, 1977 to February 28, 1978, covering 269 employees, settled at the conciliation officer stage and ratified in April, 1977. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/77</u>
	Increase	17¢ - 43¢
	Waiter/Waitress	\$2.92 (\$2.75)
	Pastry Chef	\$7.62 (\$7.19)

Health and Welfare: Life Insurance - Employer pays 50% of cost of plan providing coverage of \$5,000 for employees without dependents and \$10,000 for employees with dependents (new).

Drug Plan - Employer pays 50% of the cost of premiums for drug plan with deductible of \$25 per year (new).

May 1977 Settlement

TRANSPORTATION EQUIPMENT

Excel Metalcraft Limited at Aurora - Local 396, Auto Workers (CLC): A 36-month renewal agreement effective from May 27, 1977 to May 26, 1980, covering 200 employees, settled at the bargaining stage and ratified in May, 1977. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 23/77</u>	<u>May 27/78</u>	<u>May 27/79</u>
	Increases	30¢-50¢	30¢	30¢
	COLA Fold-in	50¢		
	Assembler-Operator (Job Class 2)	\$4.54-\$4.69 (\$3.74-\$3.89)	\$4.84-\$4.99	\$5.14-\$5.29
	Maintenance- Electrician	\$6.74-\$6.89 (\$5.74-\$5.89)	\$7.04-\$7.19	\$7.34-\$7.49

Probationary period is 60 days. Maximum rates for Assembler-Operator reached after 6 months and for Maintenance-Electrician after 3 months.

Cost-of-Living Allowance: 14¢ float is continued from previous agreement. 1¢ per hour per 0.6 increase in the Consumer Price Index (1961=100). To be adjusted quarterly up to a maximum of 20¢ per year. (Same formula.)

Bereavement Leave: Sister and brother-in-law and grandparents are included in up to 3 days' paid leave to attend funeral.

Welfare: Life Insurance and A.D. & D. - Effective June 1, 1977, \$7,000 (\$6,000).

COMMUNICATION

Bell Canada in Québec and Ontario - Communications Union Canada (Ind.) (traffic operators and dining service employees): An 18-month renewal agreement effective from June 6, 1977 to November 24, 1978, covering 8,000 employees, settled at the conciliation board stage in May. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 5/77</u>	<u>Nov. 25/77</u>
	Increases	10%-11%	Wage reopening

Weekly Rates (Traffic Operator)

Group A	\$143.00-\$195.00 (\$129.00-\$176.00)
Group B	\$131.25-\$182.00 (\$119.00-\$165.00)
Group C	\$123.00-\$171.00 (\$111.50-\$155.00)

Previous rates shown above include COLA adjustments of \$20, \$17 and \$15 per week, for Groups A, B and C respectively, folded in during the term of the previous agreement.

Additional Adjustment: \$5 per week for employees at Montréal and Toronto.

Retroactivity: Increases apply for all hours worked between November 24, 1976 to June 4, 1977, for employees on the payroll on June 6, 1977.

Cost of Living Allowance: Effective November 25, 1977 the wages in effect November 24, 1977 will be adjusted by the amount by which the All-Canada Consumer Price Index year over year percentage increase for October 1977 exceeds 6%.

Class Adjustment: Effective April 1, 1978, Group C wages will be adjusted to conform with Group B wages.

Zone Adjustment: Effective June 1, 1978, Group B wages in several localities will be adjusted to conform with Group A wages.

Hours of Work: 7 (7½) hours for night tour.

Weekly Differential above Operator's Rate:	Start	6 Months	12 Months
Service Assistant	\$12 (\$7)	\$16 (\$10)	\$25 (\$15)
Senior Traffic Office Clerk			
PBX Instructor			
Senior Customer Instructor			
Service Analyst	\$11 (\$7)	\$14 (\$10)	\$22 (\$15)
Traffic Office Clerk	\$10 (\$6)	\$13 (\$8)	\$20 (\$12)
Customer Instructor	\$8 (\$4)		

Overtime: Double time (time and one-half) for all hours worked on holidays, Saturdays and Sundays.

Health and Welfare: Sick Leave - Absence due to sickness or quarantine prior to the 8th full calendar day of absence will be paid in all or part depending upon service: For 6 months or more, after 2 (3) days; for 2 years or more, after 1 (2) days; and for 4 years or more, fully paid.

EDUCATION AND RELATED SERVICES

Grey County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF):
A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 484 employees, settled at the bargaining stage and ratified in May, 1977. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/77
General Increase		\$2,000*
Teacher Category D 0-6 years		\$10,000-\$13,822 (\$ 8,000-\$11,822)
Teacher Category A4 0-12 years		\$14,000-\$26,000 (\$12,000-\$24,000)

*Note: The general increase includes the cost-of-living allowance from the previous agreement.

Cost-of-
Living
Provision:

Inoperative.

Agreement is subject to Anti-Inflation Board approval.

Lambton County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and L'Association des enseignants franco-ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 210 employees, settled at the bargaining stage and ratified in May, 1977. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/77
	Increase	\$150-\$2,186*
	Teacher - Category D 0-6 years	\$9,700-\$13,105 (\$9,550-\$12,045)
	Teacher - Category A4 0-10 years	\$15,000-\$24,686 (\$14,750-\$22,500)

*Note: Increase is subject to Anti-Inflation Board approval.

York Region Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 400 employees, settled at the bargaining stage and ratified in May, 1977. Duration of negotiations - 2½ months.

Wages:	Effective	Sept. 1/77
	Increase	1.5% - 7.9%
	Teacher Category D 0 - 7 years	\$8,800 - \$13,250 (\$8,400 - \$12,500)
	Teacher Category A4 0 - 11 years	\$15,250 - \$24,600 (\$14,400 - \$22,800)

Wage
Protection: Where the Board terminates a position of responsibility, its allowance is paid for four months after termination, but not beyond June 30th. (Previously, allowance pay ceased not later than the beginning of the school year following the date on which the responsibility ceased.)

When school size changes, Principals are paid the higher school classification rate for one year (new).

When a teacher's responsibility changes, his pay is adjusted upwards or frozen until he can be placed without loss on the salary or allowance structure, depending upon the nature of the change (new).

Sick Leave: Cash bonus of 40% (50%) of days accumulated in excess of the maximum 250, times 1/200th of teacher's current salary level. All existing credits are eligible for such bonus for employees with the Board as of June, 1977. Only credits earned with the Board are eligible for employees commencing employment with the Board as of September, 1977.

Mileage Allowance: Principals receive \$50 per month for 10 months (new).

CONSTRUCTION

Grand Valley Construction Association, General Contractors Section - Local 1081, Labourers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 560 employees, settled at the post-conciliation bargaining stage and ratified in May, 1977. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	46¢

Labourer

Waterloo, Wellington	\$7.61
Dufferin, Grey	(\$7.15)
Brant, Norfolk	\$7.76
	(\$7.30)

Health and Welfare: Employer contributes 45¢ (30¢) per hour.

Kingston Mechanical Contractors Association - Local 221, Plumbers (AFL-CIO/CLC):

An 11-month renewal agreement effective from May 22, 1977 to April 30, 1978, covering 450 employees, settled at the bargaining stage and ratified in May, 1977. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 22/77</u>
	General Increase	60¢
	Journeyman	\$11.31
		(\$10.71)

Health and Welfare: Employer contribution is 45¢ (35¢) per hour.

Board and Transportation Allowance: 21¢ (20¢) per mile, to a maximum of \$16.96 (\$16.00) per day.

Metropolitan Toronto Apartment Builders Association - Local 183, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 400 employees, settled at the conciliation officer stage and ratified in May, 1977. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/77</u>	<u>May 1/78</u>
	Increase		Wage reopener
	House Builder	\$6.75 (\$6.75)	
	Apartment Builder	\$7.25 (\$7.25)	

Oshawa and District Commercial Construction Exchange - Local 597, Labourers (AFL-CIO/CLC): An 11½-month renewal agreement effective from May 18, 1977 to April 30, 1978, covering 400 employees, settled at the post-conciliation bargaining stage and ratified in May, 1977. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 18/77</u>
	General Increase	38¢
	Labourer	\$8.38 (\$8.00)

Health and Welfare: Employer contributes 50¢ (45¢) per hour.

Pension Plan: Employer contributes 60¢ (50¢) per hour.

Pipeline Contractors Association of Canada - Local 793, International Operating Engineers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 500 employees, settled at the bargaining stage and ratified in May, 1977. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>	<u>May 1/78</u>
	Increases	85¢ for Distribution, \$1.03 for Mainline	50¢ for Distribution, 70¢ for Mainline
	<u>Distribution - Ontario</u>		
	Intermediate Operator	\$9.60 (\$8.75)	\$10.10
	Principal Operator	\$10.50 (\$ 9.65)	\$11.00

May 1/77

May 1/78

Mainline - Ontario

Intermediate Operator	\$10.25 (\$ 9.22)	\$10.95
Principal Operator	\$11.17 (\$10.14)	\$11.87

Pension Plan: Effective May 1, 1977, employer contributes 60¢ (50¢) per hour.
Effective May 1, 1978, employer contributes 70¢ per hour.

Subsistence Allowance: Mainline - \$22.50 (\$17.50) per day. Effective November 1, 1977, \$25 per day.

Thunder Bay Construction Association - Local 1669, Carpenters (AFL-CIO/CLC): An 11½-month renewal agreement effective from May 16, 1977 to April 30, 1978, covering 600 employees, settled at the bargaining stage and ratified in May 1977. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 16/77</u>
	General Increase	75¢
	Journeyman Carpenter	\$11.80 (\$11.05)

Toronto Form Work Association - Local 183, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 1,500 employees, settled with mediation assistance and ratified in May, 1977. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/78</u>
	General Increase	50¢
	Reinforced Concrete Worker	\$10.00 (\$ 9.50)

Vacation Pay: Effective July 1, 1978, vacation pay is 10% (9%).

Health and Welfare: Effective May 1, 1977, employer contributes 55¢ (25¢) per hour.

Toronto Residential Concrete Forming Contractors - Local 183, Labourers (AFL-CIO/CLC)

A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 1,200 employees, settled with mediation assistance and ratified in May, 1977. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/78</u>	<u>Nov. 1/78</u>
	General	30¢	20¢
	Increases		
	Labourer	\$8.30 (\$8.00)	\$8.50

Vacation Pay: Effective April 1, 1979, vacation pay is 10% (9%).

Health and Welfare: Effective May 1, 1977, employer contributes 55¢ (25¢) per hour.

Erratum

April 1977

TRANSPORTATION EQUIPMENT

ACF Canada Limited, Carter Carburetor Division at Bramalea - Local 2243, Machinists

(AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1977 to March 31, 1979, covering 245 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/77</u>	<u>Apr. 1/78</u>
	General	50¢	30¢
	Increases		
	Assembler	\$4.61 - \$4.71 (\$4.11 - \$4.21)	\$4.91 - \$5.01
	Tool Maker	\$6.68 - \$6.78 (\$6.18 - \$6.28)	\$6.98 - \$7.08

Probationary period is 45 working days. Maximum rates reached after 16 weeks.

Cost-of-Living Allowance: 1¢ per hour per .4 increase in the Consumer Price Index (1971=100) above the base of March 1977 in the first year and the base of March 1978 in the second year. To be adjusted quarterly, to a maximum of 20¢ per year. (The formula under the previous agreement stipulated a trigger point which was not exceeded.)

Paid Holidays: Effective in 1978, Heritage Day, if declared a statutory holiday, for a total of 13 (12) days.

Health and Welfare: Life Insurance - \$9,000 (\$8,000).

Weekly Indemnity Plan - Benefits increase to \$95 (\$90) per week payable, as previously, on a 1 - 1 - 6 - 30 basis. Effective April 1, 1978, benefits increase to \$100 per week.

Dental Plan - Effective April 1, 1977, employer pays 50% of cost of new basic dental plan.

The Budd Automotive Company of Canada Ltd. at Kitchener - Local 1451,
Auto Workers (CLC) (production employees): A 35½-month
 renewal agreement effective from April 18, 1977 to
 March 31, 1980, covering 2,000 employees, settled after
 a work stoppage. Duration of negotiations - 4 months.

Wages (Non-Incentive Workers):	Effective	<u>Apr. 18/77</u>	<u>Apr. 18/78</u>	<u>Apr. 18/79</u>
General Increases		3%	3%	3%
Fold-in*				
Special Adjustment		11¢		
COLA Catch-up		14¢		
COLA Float		\$1.14		
Skilled Trades Adjustment		58¢		
Labourer/Janitor		\$6.53 (\$4.99)	\$6.68	\$6.88
Tool & Die Maker		\$8.67 (\$6.51)	\$8.89	\$9.16

*Following application of the 3% general increase of
 April 18, 1977, the special adjustment, the COLA catch-up
 and the COLA float from the previous agreement will be
 incorporated into the wage structure. These adjustments
 will not be included in the calculation of the 3%
 general increase scheduled for April 18, 1978.

Cost of Living Allowance:	1¢ per .3 (.35) change in the combined U.S./Canada Consumer Price Index (1971=100), adjusted quarterly.
Shift Premium:	Effective April 18, 1977, 0-30¢-40¢ (0-25¢-35¢); effective April 1, 1978, 0-35¢-45¢; and effective April 1, 1979, 0-35¢- 50¢.
Work on Paid Holidays:	Shift premium will apply (new).
Paid Holidays (General):	Remain at 6 days, except for 1978 in which July 3rd is added for that year only.
Paid Holidays (Christmas):	For Christmas period 1977 - 5 days; 1978 - 6 days; and 1979 - 7 days. (8 days per year in previous agreement.)
Paid Holidays (Personal) (new):	Effective November 1, 1978, 9 days will be scheduled through March 31, 1980. Employees receive an extra day's pay in December of 1977, 1978 and 1979.
Vacation Bonus (new):	5 to 9 years' seniority - \$30.00 10 to 14 years' seniority - \$62.50 15 to 19 years' seniority - \$92.50
Health and Welfare:	<u>Life Insurance</u> - Effective August 1, 1977 - \$13,000 (\$10,000); August 1, 1978 - \$13,500; and August 1, 1979 - \$14,000.

A.D. & D. - Effective August 1, 1977 - \$6,500 (\$5,000); August 1, 1978 - \$6,750; and August 1, 1979 - \$7,000.

Weekly Indemnity - Effective May 1, 1977 - \$160 (\$115); May 1, 1978 - \$165; and May 1, 1979 - \$170.

Extended Disability - Effective August 1, 1978, \$540 per month for employees with less than 10 years' service and \$605 for employees with 10 or more years' service. (Previously, a flat rate of \$385 per month.)

Dental Plan - Effective April 18, 1977, coverage is based on Ontario Dental Association 1976 (1973) fee schedule and 90% (85%) of eligible expenses is paid.

Vision Care - Effective April 18, 1977, coverage extended to include prescription contact lenses and maximum payout every two years increased to \$60 (\$40).

Prosthetic Appliances & Durable Medical Equipment (new) - Effective April 1, 1978, the plan will cover reasonable and customary charges for purchase, rental, replacement, repairs, fittings or adjustments of devices prescribed by a physician.

Hearing Aids (new) - Effective April 1, 1978, employees with one or more years of seniority and their dependents will have a maximum coverage of \$300 every 36 months towards the cost of prescribed hearing aids and related expenses.

Benefits for Retirees, Surviving Spouses and Eligible Dependents (new) - Life Insurance under the group life plan prior to age 65. At age 65 and over, coverage of \$2,500. A.D. & D. under group life plan prior to age 65. Not applicable thereafter. OHIP, Hospital, Nursing Home Care, Dental Plan, Prosthetic Appliances and Durable Medical Equipment, Hearing Aid Benefit, and Prescription Drugs: to the extent the present plan exceeds the Provincial Drug Plan under OHIP.

Pension Plan: Basic Benefits (per month per year of service)

Employees retiring between April 18, 1977 and March 31, 1979: Effective April 1, 1977, \$9.75-\$10-\$10.25 (\$7.25-\$7.50-\$7.75), depending on class; effective April 1, 1979, \$10.50-\$10.75-\$11.

Employees retiring April 1, 1979 and thereafter: Effective April 1, 1979, \$10.75-\$11-\$11.25, depending on class.

Supplementary Benefits (per month per year of service, to maximum of 25 years)

Employees retiring between April 18, 1977 and March 31, 1979: Effective April 18, 1977, for service prior to 1965, \$10 (\$7.50) and for service from 1965 and after, \$8.30 (\$7.50).

Employees retiring April 1, 1979 and thereafter: Effective April 1, 1979, for service prior to 1965, \$11 (\$7.50) and for service from 1965 and after, \$9.60 (\$7.50).

Survivor Income Benefits

Transition - Effective April 1, 1978, maximum benefits for Class A or B survivor with child range from \$175 to \$275 (\$150 to \$225) per month, and maximum benefits for Class D survivor with Canada Pension Plan or Old Age Security - \$175 (\$125) per month.

Bridge - Effective April 1, 1978, maximum benefits for Class A or B survivor with child range from \$175 to \$250 (\$150 to \$200) per month, and maximum benefits for Class A or B survivor without child-\$250 (\$200) per month.

Supplementary
Unemployment
Benefit Plan:

Employer Contribution - Effective April 18, 1977, 13¢ (11¢) and effective April 1, 1978, 14¢.

Paid
Education
Leave (new):

Effective July 18, 1977, employer will pay on a quarterly basis 1¢ per hour into a trust fund to provide paid education leave for members of the bargaining unit selected by the Union to attend union-related courses. The amount represents a 1-cent diversion from the COLA catch-up allowance which originally was set at 15¢.

Anti-Inflation Board Rulings in June 1977

Employer and Union	Reference	Action
Arrow Co. (subsidiary of Cluett Peabody & Co. of Canada Ltd.), Kitchener and Hamilton and Clothing and Textile Workers (AFL-CIO/CLC)	Mar. 77, p. 121	Allowed
Canada Wire and Cable Ltd., Simcoe and Steelworkers (AFL-CIO/CLC)	June 76, p. 306	Disallowed
Chrysler Canada Ltd., National Parts Depot, Mississauga and Auto Workers (CLC)	Dec. 76, p. 726	Allowed
Fiberglas Canada Ltd., Sarnia and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Apr. 77, p. 212	Allowed
GSW Ltd. - Ltee, London, Hamilton, Dundas and Fergus and Steelworkers (AFL-CIO/CLC)	Aug. 76, p. 456	Disallowed
Grand Valley Construction Assn., General Contractors Section and Carpenters (AFL-CIO/CLC)	Apr. 77, p. 233	Allowed
The Great Atlantic and Pacific Co. of Canada Ltd., Toronto and Bakery Workers (AFL-CIO/CLC)	Mar. 77, p. 119	Disallowed
Hamilton Construction Assn., General Contractors' Section and Carpenters (AFL-CIO/CLC)	Apr. 77, p. 233	Allowed
Howden Parsons Ltd., Toronto and Boilermakers (AFL-CIO/CLC)	Apr. 77, p. 206	Allowed
Johnson Matthey & Mallory Ltd., Toronto and Precious Metal Workers Union (CLC)	Jan. 77, p. 12	Allowed
London Mechanical Contractors Assn. and Plumbers (AFL-CIO/CLC)	Apr. 77, p. 233	Disallowed
National Hardware Specialties Ltd., Dresden and Wallaceburg and Auto Workers (CLC)	Apr. 77, p. 203	Allowed
Nestle (Canada) Ltd., Chesterville and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	Apr. 77, p. 194	Disallowed
Ontario Erectors Assn. and Structural Iron Workers (AFL-CIO/CLC)	May 77, p. 309	Allowed
Ottawa Roman Catholic Separate School Board, and Ontario English Catholic Teachers' Assn. and Association des enseignants franco-ontariens (OTF)	Feb. 77, p. 74	Disallowed
Polysar Ltd., Sarnia and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Mar. 77, p. 140	Disallowed

Anti-Inflation Board Rulings in June 1977 (Cont'd)

Employer and Union	Reference	Action
University of Windsor and Service Employees (AFL-CIO/CLC)(clerical, secretarial and office empls.)	Feb. 77, p. 76	Allowed
Oldwood of Canada Ltd., Longlac Div., Longlac and Carpenters (AFL-CIO/CLC)	Mar. 77, p. 123	Disallowed
Westinghouse Canada Ltd., Hamilton and Electrical Workers (UE)(CLC)	May 77, p. 280	Allowed*
Weston Bakeries Ltd., Toronto and Teamsters (Ind.)(production empls.)	Mar. 77, p. 119	Disallowed
Windsor Construction Assn. and Carpenters (AFL-CIO/CLC)	May 77, p. 317	Allowed

This decision was reported incorrectly in the May 1977 Settlement Report

Negotiations in Progress during June 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage ²
AP Parts of Canada Ltd., Toronto	Auto Workers (CLC)	375	PCB
Aimco Automotive Industries, Div. of Aimco Industries Ltd., Mississauga	Steelworkers (AFL-CIO/CLC)	245	PCB
American Motors (Canada) Ltd., Brampton	Auto Workers (CLC)	1,125	B
Atomic Energy of Canada Ltd., Chalk River and Deep River**	Atomic Energy Allied Council (various AFL-CIO/CLC unions)	870	CO
Atomic Energy of Canada Ltd., Commercial Products Div., Ottawa**	CLC-Directly Chartered	240	B
Atomic Energy of Canada Ltd., Nuclear Laboratories, Chalk River**	CLC-Directly Chartered	430	B
Atomic Energy of Canada Ltd., Sheridan Park**	Public Service Alliance (CLC) (draftsmen)	210	B
Belleville General Hospital	Ont. Nurses' Assn. (Ind.)	276	B
Bendix Automotive of Canada Ltd., Windsor	Auto Workers (CLC)	610	WS
Bestview Holdings Ltd., several locations	Christian Labour Assn. (Ind.)	250	B
Boilermaker Contractors' Assn., province-wide	Boilermakers (AFL-CIO/CLC)	1,400	B
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	580	B
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	400	B
Joseph Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	CO
Brewers' Warehousing Co. Ltd., province-wide	Cdn. Brewery Workers (CLC)	1,400	B
Caldwell Linen Mills Ltd., Matilda	United Textile Workers (AFL-CIO/ CLC)	300	B
Camco Ltd., Weston	Steelworkers (AFL-CIO/CLC)	500	PCB
Canada Packers Ltd., Walkerton	Foodworkers (AFL-CIO/CLC)	270	B
Canada Wire and Cable Ltd., Leaside	Electrical Workers (UE)(CLC)	555	B
Canadian Cannery Ltd., Plant #17, Simcoe	Foodworkers (AFL-CIO/CLC)	373	PCB
Canadian Johns-Manville Co., Ltd., Port Union	Cdn. Chemical Workers (Ind.)	530	PCB
Canadian Standards Assn., Toronto	CUPE (CLC)	290	B

* See page 448 for definition of codes.

** Federal jurisdiction.

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Carleton Towers, El Mirador, Holiday Inn, Lord Elgin and Talisman Hotel, Ottawa	Hotel Empls. (AFL-CIO/CLC)	670	PCB
Carleton University, Ottawa	Carleton University Academic Staff Assn. (Ind.)(university professors)	640	B
Carleton University, Ottawa	Carleton University Support Staff Assn. (Ind.)(clerical, computer and accounting empls.)	650	B
Coca-Cola Ltd., Hamilton, Kitchener, London, Toronto and Windsor	Cdn. Brewery Workers (CLC)	630	B
Colgate Palmolive Ltd., Toronto	Int'l. Chemical Workers (AFL-CIO/ CLC)	321	CO
Consumers Gas Co., Metropolitan Toronto and other centres	Int'l. Chemical Workers (AFL-CIO/ CLC)	690	B
Consumers Glass Co., Ltd., Toronto	Glass and Ceramic Workers (AFL- CIO/CLC)	670	MED
Council of Printing Industries of Canada, Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	220	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	795	CO
Dumglas Ltd., Wallaceburg	Glass and Ceramic Workers (AFL- CIO/CLC)	750	B
Dominion Road Machinery Co. Ltd., Goderich	Machinists (AFL-CIO/CLC)	800	B
D. Pont of Canada, Ltd., Maitland	Cdn. Chemical Workers (Ind.)	630	CO
Erham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,290	B
Erham Regional Municipality	CUPE (CLC)	315	B
Erham Regional Police	Police Assn. (Ind.)	295	CO
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW)(AFL-CIO/ CLC)	900	B
Elgin County Board of Education	Teachers Federations	450	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	B
Essex County Roman Catholic Separate School Board	Teachers Federations	465	B
Essex International, Dunnville	Auto Workers (CLC)	402	MED/WS
Fberglas Canada Ltd., Textile and Chemical Plant, Guelph	Clothing and Textile Workers (AFL- CIO/CLC)	312	CO
Fankel Structural Steel Ltd., Toronto	Structural Iron Workers (AFL-CIO/ CLC)	290	PCB

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'r Stage
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	550	B
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	500	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	217	B
Gates Rubber of Canada Ltd., Brantford	Rubber Workers (AFL-CIO/CLC)	350	WS
Glendale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	340	B
Government of Canada (Treasury Board)**	Professional Assn. of Foreign Service Officers (Ind.)	980	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	ARB
Haldimand Board of Education	Teachers Federations	204	B
Halton County Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	200	B
Halton Roman Catholic Separate School Board	Teachers Federations	360	B
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,370	B
Hamilton Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,135	B
Hamilton City	Fire Fighters (AFL-CIO/CLC)	410	B
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	735	CO
Hamilton-Wentworth Regional Board of Commissioners of Police, Hamilton	Hamilton-Wentworth Police Assn. (Ind.)	625	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	1,100	B
Hammond Manufacturing Co. Ltd., Guelph	Employees' Assn. (Ind.)	500	B
Harvey Woods Ltd. (Underwear and Hosiery Divs.) and Kroy Unshrinkable Wools Ltd., Toronto and Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	530	B
Hawker Siddeley Canada Ltd. (Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	910	PCB

**Federal jurisdiction

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
John T. Hepburn Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	CO
Hôtel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200	CO
Iron County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	263	B
Iron County Board of Education	Teachers Federations	362	B
International Tools (1973) Ltd., Kingsville and Windsor	CLC-Directly Chartered	200	B
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	600	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	450	ARB
Kodak Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	MED
Koehler Manufacturing Co. Ltd. (Plant #5), Stratford	Upholsterers (AFL-CIO/CLC)	366	B
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	635	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	339	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	B
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	270	B
Lanark County Board of Education	Teachers Federations	208	B
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	545	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	345	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	975	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	770	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	450	B
Robb's Ltd., Warehouse and Divisional Dept., province-wide	Cdn. Retail Employees (CLC)	385	CO

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
London Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,300	B
London Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,090	B
London City Board of Commissioners of Police	Police Assn. (Ind.)(policemen and civilian empls.)	443	B
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	450	B
Mansfield-Denman General Co. Ltd., Barrie	Rubber Workers (AFL-CIO/CLC)	620	B
Massey-Ferguson Industries Ltd., Brantford and Toronto	Auto Workers (CLC)	4,600	CO
McGregor Hosiery Mills Ltd., Toronto	Cdn. Textile and Chemical Union (Ind.)	250	B
McKellar General Hospital, Thunder Bay	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	220	ARB
Metropolitan Toronto School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	11,275	B
Metropolitan Toronto School Board	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	9,055	B
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	260	B
Middlesex County Board of Education	Teachers Federations	375	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	241	B
Mississauga City Corp., Transit Dept.	Transit Union (AFL-CIO/CLC)	230	B
Molson's Brewery (Ontario) Ltd. and W.J. Hyatt Transport, Toronto	Cdn. Brewery Workers (CLC)	625	B
Monarch Fine Foods Ltd., Toronto	Teamsters (Ind.)	233	CO
Motor Transport Industrial Relations Bureau of Ontario, system-wide**	Teamsters (Ind.)	6,800	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	290	ARB
Mount Sinai Hospital, Toronto	Service Empls. (AFL-CIO/CLC)(office and clerical empls.)	200	ARB
Muskoka Board of Education	Teachers Federations	246	B
National Auto Radiator Mfg. Co. Ltd., Windsor	Auto Workers (CLC)	320	PCB

**Federal jurisdiction

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ational Grocers Co. Ltd., southern Ontario	Retail, Wholesale Empls. (AFL-CIO/ CLC)	270	CO
ational Grocers Co. Ltd., various locations	Teamsters (Ind.)(drivers, mainte- nance empls. and warehousemen)	300	CO
ational Research Council of Canada, Ottawa**	Research Council Employees' Assn. (Ind.)(clerical empls.)	324	B
ational Research Council of Canada, Ottawa**	Research Council Employees' Assn. (operational category, supervisory and non-supervisory)	289	B
agara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	B
ipissing Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	442	B
ipissing Board of Education	Teachers Federations	300	B
ipissing District Roman Catholic Separate School Board	Teachers Federations	435	B
orfolk Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	235	MED
orfolk Board of Education	Teachers Federations	288	B
orth American Plastics Co. Ltd., Wallaceburg	Auto Workers (CLC)	400	B
orth Bay City Corp.	CUPE (CLC)	200	CO
orth York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	515	CO
orth York Public Library Board, Toronto	CUPE (CLC)	350	CO
orthwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	CO
orton Company Electric Furnace Plants, Chippawa	Int'l. Chemical Workers (AFL-CIO/ CLC)	310	CO
ntario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees' Union (Ind.)(academic staff, librarians and counsellors)	6,155	B
ntario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.)(support staff empls.)	3,500	B
ntario Government (Working Conditions)	OPSEU (Ind.)(classified public servants)	54,000	B
ntario Housing Corp., Toronto	CUPE (CLC)(maintenance empls.)	670	ARB
ntario Housing Corp., province- wide	CUPE (CLC)(office and maintenance empls.)	800	ARB

*Federal jurisdiction

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Hydro (J. Clark Keith G.S. Unit and Richard L. Hearn G.S. Unit), Toronto and Windsor	Cdn. Operating Engineers (CCU)	300	CO
Ontario Interior Systems Contractors Assn., province-wide	Painters (AFL-CIO/CLC)	400	CO
Ontario Jockey Club (Standard-bred Div.)	Service Empls. (AFL-CIO/CLC)	300	B
Ontario Jockey Club (Thoroughbred Div.)	Service Empls. (AFL-CIO/CLC)	450	B
Ontario Liquor Control Board and Ontario Liquor Licence Board, province-wide	Liquor Control Board of Ont. and Liquor Licence Board of Ont. Employees' Assn. (Ind.)	3,500	B
Ontario Painting Contractors Assn.	Painters (AFL-CIO/CLC)	2,500	MED/
Ontario Painting Contractors Assn. (Residential Section)	Painters (AFL-CIO/CLC)	350	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	419	CO
Ottawa City	Ottawa Police Assn. (Ind.)	680	B
Ottawa City Hydro-Electric Commission	CUPE (CLC)	202	MED
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC)(civic empls.)	3,090	B
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	925	CO
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	367	ARB
Outboard Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC)	1,400	B
Peel Board of Education	Caretakers' Assn. (Ind.)	362	B
Peel Board of Education	CUPE (CLC)(office and clerical empls)	480	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,350	B
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	385	B
Perley Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	238	CO
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	300	B
Perth County Board of Education	Teachers Federations	370	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	342	CO

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Terborough-Victoria-Northumberland & Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	290	F
Phillips Cables Ltd., Brockville	Electrical Workers (IUE)(AFL-CIO/CLC)	575	B
Pe Line Contractors Assn. of Canada	Teamsters (Ind.)	200	B
Pirelli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	200	CO
Prescott-Russell County Roman Catholic Separate School Board	Teachers Federations	385	MED
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	B
Reed Decorative Products Ltd., Toronto	Cdn. Paperworkers (CLC)	300	B
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435	F
Renfrew County Board of Education	Teachers Federations	396	B
Renfrew County Roman Catholic Separate School Board	Teachers Federations	350	B
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	ARB
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	265	B
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.)	234	CO
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	CO
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	CO
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	CO
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	375	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	CO
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	610	PCB
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	ARB
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	ARB
Sault Ste. Marie Board of Education	Teachers Federations	420	B
Scarborough Borough	Fire Fighters (AFL-CIO/CLC)	370	ARB

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.)	560	CO
Scarborough Public Utilities Commission, Hydro, Water and Gas Div.	Electrical Workers (IBEW)(AFL-CIO/ CLC)	240	B
Schneider, J.M., Inc., Kitchener	National Council of Canadian Labour (Schneider Employees' Assn.)	1,975	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,250	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	900	B
Simcoe County Roman Catholic Separate School Board	Teachers Federations	281	B
Simmons Ltd., Bramalea	Electrical Workers (UE)(CLC)	200	B
A.G. Simpson Co. Ltd., Scarborough	Employees' Assn. (Ind.)	350	B
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	300	B
Somerville Industries Ltd., London	Cdn. Chemical Workers (Ind.)	218	B
Square D Co. Canada Ltd., Toronto	Electrical Workers (UE)(CLC)	200	PCB
Stainless Steel Food Service Equipment Manufacturers Assn., Toronto	Sheet Metal Workers (AFL-CIO/CLC)	200	CO
Stormont, Dundas and Glengarry County Board of Education	Teachers Federations	385	B
Stormont, Dundas and Glengarry Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	550	B
Sudbury Board of Education	CUPE (CLC)	450	B
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	645	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	CO
Sunar Ltd., Steel Div., Waterloo	Steelworkers (AFL-CIO/CLC)	251	CO
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	PCB
Sunnybrook, Wellesley, Toronto East General & Orthopaedic and Baycrest Hospitals, Toronto	Service Empls. (AFL-CIO/CLC)(office and clerical empls.)	810	ARB
Sutton Place Hotel, Toronto	Hotel Empls. (AFL-CIO/CLC)	240	B
TAS Communications Services, Toronto	Communications Workers of Canada (CLC)	277	B

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
nder Bay Grocery Stores	Retail Clerks (AFL-CIO/CLC)	426	CO
ronto City Board of Education	CUPE (CLC)(caretakers and maintenance empls.)	700	CO
ronto Construction Assn., General Contractors Section	Labourers (AFL-CIO/CLC)	3,500	CO
ronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	300	CO
ronto East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.)(full and part-time empls.)	550	PCB
ronto Electrical Contractors Assn.	Electrical Workers (IBEW)(AFL-CIO/CLC)	4,000	MED/WS
ronto General Hospital	Ont. Nurses' Assn. (Ind.)	840	CO
ronto Mechanical Contractors Assn. (Metropolitan Plumbing and Heating Contractors Div.)	Plumbers (AFL-CIO/CLC)	1,200	B
ronto Metropolitan Separate School Board	CUPE (CLC)(maintenance, services and plant empls.)	615	B
ronto Metropolitan Separate School Board	CUPE (CLC)(office, clerical and technical empls.)	350	B
ronto Public Library Board	CUPE (CLC)	350	PCB
ronto Star Ltd., Mailing Room	Printing and Graphic Communications (AFL-CIO/CLC)	250	B
ronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,380	CO
ronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	PCB
ited Co-operatives of Ontario, Tend-R-Fresh Plant, Petersburg	Foodworkers (AFL-CIO/CLC)	219	PCB
iversity of Toronto Governing Council	Graduate Assistants Assn. (Ind.)	2,000	B
iversity of Toronto (Libraries)	CUPE (CLC)	400	B
iversity of Windsor (Maintenance Dept.)	CUPE (CLC)	225	B
Services Ltd., province-wide	Teamsters (Ind.)	200	B
ctoria Hospital, London	Ont. Nurses' Assn. (Ind.)(full-time empls.)	470	ARB
abasso Ltd., Dunnville and Welland	Clothing and Textile Workers (AFL-CIO/CLC)	500	
abasso Ltd. (Empire Div.), Welland	United Textile Workers (AFL-CIO/CLC)	550	B
terloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	400	B
terloo Regional Police Force	Police Assn. (Ind.)	418	B

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg't Stage
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	580	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	510	B
Wellington County Separate School Board	Teachers Federations	250	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	560	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	413	B
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	MED
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	B
Windsor City	CUPE (CLC)(inside empls.)	530	PCB
Windsor City (Public Works and Parks and Recreation Depts.)	CUPE (CLC)(service and maintenance empls.)	400	CO
Windsor Electrical Contractors Assn.	Electrical Workers (IBEW)(AFL-CIO/CLC)	215	MED
Windsor Heavy Construction Assn. (Landscaping Section)	Teamsters (Ind.), International Oper- ating Engineers (AFL-CIO/CLC) and Labourers (AFL-CIO/CLC)	200	B
Windsor Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	325	PCB
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	CO
Windsor Raceway Holdings Ltd.	Service Empls. (AFL-CIO/CLC)	230	B
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	760	MED
Windsor Utilities Commission	Electrical Workers (IBEW)(AFL-CIO/CLC)	225	B
York County Board of Education	CUPE (CLC)(office, clerical and technical empls.)	300	CO
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,300	B

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
York County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	910	B
York Regional Municipality Police Dept.	Police Assn. (Ind.)	285	B
York University, Toronto	Graduate Assistants Assn. (Ind.)	1,000	B
York University, Toronto	York University Faculty Assn. (Ind.)	1,040	B(R)
York University, Toronto	York University Staff Assn.	1,040	B
Zehr's Markets Ltd., Guelph	Diamond Z Assn. (Ind.)	288	CO
<u>MORE THAN ONE PROVINCE</u>			
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,700	CO
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,515	CO
Burns Foods Ltd., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	1,950	B
CAir, system-wide**	Air Line Flight Attendants (CLC)	900	B
CAir, system-wide**	Air Line Pilots (Ind.)	600	CO
CAir, system-wide**	Machinists (AFL-CIO/CLC)	1,730	B
CAir, system-wide**	Railway Clerks (AFL-CIO/CLC)	1,300	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET)(AFL-CIO/ CLC)	2,645	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC)(office and professional empls.)	2,530	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC)(stage hands, etc.)	1,965	B
Union Textile Ltd. (Long Sault Fabrics, Long Sault Yarn and Montreal plants), Long Sault, Ont. and Montreal, Que.	United Textile Workers (AFL-CIO/CLC)	700	CO
Government of Canada (Treasury Board)**	Air Traffic Employees (Ind.)	2,165	CB
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,490	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW)(AFL-CIO/ CLC)	2,890	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	16,700	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC)(ships' officers)	1,235	CO
Government of Canada (Treasury Board)**	Postal Officials (Ind.)(postal supervisors)	3,890	B

Federal jurisdiction

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Postal Workers (CLC)(postal operations group, non-supervisory)	19,280	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (biological sciences group)	765	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (commerce group)	1,465	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.)(computer systems administration group)	2,040	ARB
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (historical research group)	239	ARB
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (meteorology group)	505	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (nursing group)	2,110	CO
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (scientific research group)	2,025	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC)(CLC)(auditing group)	2,500	ARB
Government of Canada (Treasury Board)**	PSAC (CLC)(fire fighters group, supervisory and non-supervisory)	1,535	ARB
Government of Canada (Treasury Board)**	PSAC (CLC)(general labour and trades group, supervisory and non-supervisory)	19,935	CO
Government of Canada (Treasury Board)**	PSAC (CLC)(general services group, supervisory and non-supervisory)	13,610	MED
Government of Canada (Treasury Board)**	PSAC (CLC)(hospital services group, supervisory and non-supervisory)	4,155	ARB
Government of Canada (Treasury Board)**	PSAC (CLC)(purchasing and supply group)	1,315	ARB
Government of Canada (Treasury Board)**	PSAC (CLC)(radio operations group)	1,080	B
Government of Canada (Treasury Board)**	PSAC (CLC)(ships' crews, supervisory and non-supervisory)	2,970	CO
National Research Council, Canada-wide**	Professional Institute (Ind.) (research officer and research council officer grades)	850	B
National Research Council, Canada-wide**	Research Council Employees' Assn. (technical empls.)	1,050	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC)(office empls., extension div. and farm service centres)	700	B
Swift Canadian Co. Ltd., Ont., Man., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	1,995	CO

**Federal jurisdiction

Negotiations in Progress during June 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
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Definitions of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in July 1977

Employer and Location	Union	No. of Empls.
Atomic Energy of Canada, Sheridan Park	Public Service Alliance (CLC)	20
Atomic Energy of Canada, Nuclear Labs, Chalk River	CLC - Directly Chartered	43
Atomic Energy of Canada, Nuclear Labs, Chalk River and Deep River	Office Employees (AFL-CIO/ CLC)	31
Canadian Broadcasting Corp., Intercity	CUPE (CLC)	1,41
Canadian Broadcasting Corp., Province-wide	Broadcast Employees (NABET) (AFL-CIO/CLC)	62
Coca-Cola Ltd., Ottawa	Canadian Brewery Workers (CLC)	20
Coca-Cola Ltd., Toronto	Canadian Brewery Workers (CLC)	29
Domglas Ltd., Wallaceburg	Glass and Ceramic Workers (AFL-CIO/CLC)	75
Loblaws Ltd., Warehouse and Divisional Dept., Province-wide	Canadian Retail Employees (CLC)	38
National Defence Communications Security Establishment, Ottawa	Public Service Alliance (CLC)	99
Noranda Mines, Geco Div., Manitouwadge	CNTU - Directly Chartered	50
Phillips Cables, Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	57
Rockwell International of Canada, Guelph	Molders (AFL-CIO/CLC)	26
Schneider, J.M., Ltd., Kitchener	Employees' Assn. (Ind.)	1,97
Simpson, A. G., Co., Scarborough	Employee's Assn. (Ind.)	35
Toronto Construction Assn., OLRB Area 8	Labourers (AFL-CIO/CLC)	3,50
Treasury Board of Canada (Biological Sciences Group), Province-wide	Professional Institute (Ind.)	20

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Labour Canada
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Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
July 1977



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1977, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in July 1977 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in July 1977. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in August 1977.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

August 29, 1977

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Highlights

Brewery Workers Settlements. During June and July negotiations were concluded between three major breweries in Ontario and two national brewery workers' unions for the renewal of a number of contracts which expired on December 31, 1976. The resultant 5 major agreements, covering about 1,800 plant workers, and a further 3 agreements covering 200 transport employees, were based on the first settlement reached in June between Labatt's Brewery in Toronto and 313 members of Local 304 of the Canadian Brewery Workers (BFCSD). The one-year pattern-setting agreement was reached at the post-conciliation bargaining stage and provided a general wage increase of \$1.00 per hour retroactive to January 1, 1977 plus an additional 13 cents on May 1. A floating cost-of-living allowance of 63 cents was continued but the COLA clause was suspended in the new agreement. Other changes included an additional paid holiday on January 2 (commencing in 1978), increased shift premiums, meal and tool allowances, and improved provisions covering sick leave, health, welfare and pension benefits. A new plan allowing up to 3 days per year of paid educational leave for designated union representatives was introduced.

Similar terms, but with some local variations, were accepted by members of the same union at Carling O'Keefe Breweries of Canada and Carling O'Keefe Transport in Toronto and Waterloo in June, and at Molson's Brewery (Ontario) and W. J. Hyatt Transport in Toronto in July. A one-year agreement ratified in July by 460 members of the National Brewery Workers' Union employed at Labatt's plant in London provided a \$1.00 per hour wage increase, but not the additional 13 cents per hour negotiated in Toronto. The London agreement also contained fewer improvements in fringe benefits than the Toronto contract; it was agreed that negotiations for the next contract in Toronto will be confined to wages and vacations, whereas in London a number of additional benefit items will also be subject to negotiation at that time.

The basic brewery industry settlement pattern was later followed in two province-wide contracts covering 1,400 BFCSD members employed by the Brewers' Warehousing Company. Additional changes included in these contracts involved increases in late-closing premiums for retail store employees and an improved call-back provision.

Teacher Settlements. Up to the end of July, the 1977 negotiations between Ontario teachers and trustees had resulted in 40 renewal agreements, comprising just over one-third of the 113 existing major contracts covering units of 200 or more teachers at public or separate schools across the province. The settlements were reached at the bargaining stage, with four exceptions: one was resolved in mediation, two in arbitration and one following a work stoppage. Thirty-seven of the contracts, affecting close to 27,000 teachers, covered a 12-month period, renewing

existing agreements not scheduled to expire until August 1977. The remaining three, covering an additional 3,900 teachers, were two-year agreements backdated to the August 31, 1976 expiry dates of the previous contracts.

The teachers' bargaining demands were influenced by concerns over the quality of education and over anticipated layoffs resulting from the decline in enrolments. Major issues included the right to negotiate working conditions, such as class sizes, pupil-teacher ratios and job security; teacher involvement in decision making; revision of education and/or professional development leave policies; and the treatment of incremental pay rises in the AIB calculations of total compensation increases. Negotiated salary increases for 1977-78 generally were in the 4.5 to 9 per cent range, although in three cases salary adjustments simply took the form of incorporating the cost-of-living increases under the previous agreements into the salary grid, with no further general increase. About one-third of the 40 new settlements provided additional increases in responsibility allowances and improvements in various health and welfare benefits, including the establishment of new dental plans in 5 agreements. New triggered cost-of-living provisions were introduced in 5 contracts, existing COLA clauses were retained in 6 contracts and discontinued in 4 cases. The negotiated salary increases in contracts without COLA provisions brought the starting salaries for teachers with a B.A. degree into the \$11,600-\$13,650 range, with new maximum salaries ranging from \$25,500 to \$27,750 per annum.

One of the settlements reached in arbitration involved 1,700 secondary teachers employed by the Peel Board of Education. Following 14 months of unproductive bargaining, the teachers imposed a work-to-rule campaign which precipitated student walk-outs and demonstrations in protest at the teachers' tactics and the protracted negotiations. The teachers' sanctions were lifted in mid-April after both sides agreed to submit their differences to mediation-arbitration, whereby a binding judgment is issued on all items still outstanding following the mediation process. A June arbitration award provided a first year average salary increase of 9.2 per cent and 7.7 per cent in the second year, maintained the same student-teacher ratio, and gave the teachers fully paid health and welfare benefits. The only work stoppage involved 555 secondary teachers employed by Stormont, Dundas and Glengarry County Board of Education. After a breakdown in negotiations at the mediation stage, a 23-day strike ensued. Settlement followed in May after the Board agreed to incorporate working conditions and grievance procedure provisions into the written contract. The two-year agreement included an 18 per cent salary increase in two stages and a new COLA clause with an 8 per cent trigger.

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FOOD AND BEVERAGE

Burns Meats Ltd. at Kitchener, Ont., Brandon and Winnipeg, Man., Prince Albert and Regina, Sask., Calgary and Edmonton, Alta., and Vancouver, B.C. - Foodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from June 1, 1977 to May 31, 1978, covering 2,050 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/77</u>
	General Increase	41¢
	<u>Ontario, Manitoba, Saskatchewan and Alberta</u>	
	Labour Rate	\$6.44 (\$6.03)
	Tradesman	\$7.70 (\$7.29)
	<u>British Columbia</u>	
	Labour Rate	\$6.485 (\$6.075)
	Tradesman	\$7.745 (\$7.335)

Health and Welfare: Weekly Indemnity - Benefits will apply according to the following schedule:

<u>Pay Grade</u>	<u>First Four Weeks</u>	<u>Fifth and Subsequent Weeks</u>
0-4	\$131 (\$122)	\$136 (\$127)
5-12	\$140 (\$131)	\$145 (\$136)
13 and over	\$149 (\$139)	\$154 (\$144)

Dental Insurance Plan (new) - Effective June 1, 1977, the Company will pay 100% of the premium cost to provide a dental plan similar to the Blue Cross No. 7 Plan plus Riders' 1 and 2 services in effect in May, 1977.

The Plan will reimburse the employee for 80% of allowable expenses, 50% in the case of charges related to dentures, with allowable expenses based on the 1976 Dental Association fee schedule in provinces where such a schedule exists; otherwise on the prevailing schedule prior to 1976 and with a maximum annual payment of \$500 to each employee or dependent.

Pension Plan: Past Service Credit - \$1 (unchanged) per month for each year a member contributed to the Plan, from April 1, 1950 to March 31, 1977 (March 31, 1976). An additional 60¢ per month for members of the Plan who reach normal retirement date on or after June 1, 1977 (new).

Supplemental Benefit - \$428 per year for employees having 30 or more years of seniority who reach their normal retirement date from September 1977 to May 1978, inclusive (new).

Safety Boot Allowance (new): \$12 per year.

Safety Vest Allowance (new): \$12 every 3 years.

Tool Allowance: \$35 (\$26) per year.

Swift Canadian Company Ltd. at Toronto, Ont., St. Boniface, Man., Edmonton and Lethbridge, Alta. and Richmond, B.C. - Various Locals, Foodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from June 1, 1977 to May 31, 1978, covering 2,000 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 1/77</u>
	General Increase	41¢
	<u>Labourer</u>	
	Ontario, Manitoba and Alberta	\$6.44 (\$6.03)
	British Columbia	\$6.485 (\$6.075)
	<u>Second Class Engineer</u>	
	All locations	\$8.06 (\$7.65)

Health and Welfare: Dental Plan (new) - Employer pays premiums for coverage based on the 1976 Ontario Dental Association fee schedule on an 80%/20% co-insurance basis for basic, periodontal, endodontic and surgical services and on a 50%/50% basis for prosthetic services. Maximum coverage is \$500 per person per year for each of the three broad categories of services covered.

Pension Plan: Basic Benefit - \$9.10 (\$8.50) per month per year of service.

Tend-R-Fresh Plant, United Co-operatives of Ontario at Petersburg - Local P1116, Foodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 230 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages: Wage increase is retroactive to April 1, 1977 for all employees in the bargaining unit who were on the payroll as of July 8, 1977.

Effective

July 8/77

General Increase

26¢

Group One (includes
Packer)

\$4.71-\$5.26
(\$4.45-\$5.00)

Group Six (includes
Certified Mechanic)

\$5.68-\$6.38
(\$5.42-\$6.12)

Maximum rates reached upon completion of probationary period of 90 calendar days.

Shift Premium: 0 - 30¢ - 30¢ (0 - 20¢ - 20¢).

Saturday
Premium: Pay at time and one-half. (Previously, premium of \$1.00 per hour.)

Sunday
Premium: Pay at double time. (Previously, premium of \$1.35 per hour. Truck drivers required to perform duties not normally assigned to drivers received pay at time and one-half.)

Overtime Pay: Double time after 12 continuous hours in a day (new). Not applicable to truck drivers.

Paid Holidays: Heritage Day or the first Monday in February is added for a total of 11 (10) days.

Holiday Pay: For work on holidays for which observance is adjourned, employee receives pay at double time rate plus holiday pay (previously, equivalent time off with pay).

Paid Vacations: 3 weeks after 3 (5) years' service, 4 weeks after 10 (15) years and 5 weeks (new) after 20 years.

Rest Break: Employees required to work until (new) or beyond (unchanged) 6 P receive a further 10-minute break in addition to their two regular daily breaks.

Bereavement
Leave: If the funeral of an immediate relative is on a normal working day and the employee cannot attend, he receives 1 day's paid leave (new).

Sick Leave: Waiting period is 2 working days (previously, 3 days) in the case of illness.

Maternity Leave: Maximum of 17 (12) weeks. Pre-natal leave increases to 11 (previously, 6) weeks.

Meal Allowance: Up to \$3 per meal without a receipt for drivers on long-distance hauls. After the first meal, a meal is allowed every 4 hours while on continuous duty. (Previously, reimbursement followed standard company policy. Meal frequency was unspecified.)

Safety Leather
and Freezer
Boots: Employer pays 100% (50%) of cost, to a maximum of \$20 (\$18) per pair for freezer boots and \$17 (\$14) per pair for safety leather boots. Limit is 3 pairs over a two-year period.

Safety Rubber Boots: Employer pays 100% (50%) of cost of replacement pairs, to a maximum of \$12 (\$10) per pair. Limit is 3 pairs over a two-year period.

Uniform Allowance: Employer pays 100% of cost of one uniform per year for driver salesmen. (Previously, 100% of cost of one uniform or 66% of cost two uniforms.) A fourth pair of slacks has been added to the uniform.

Canadian Cannery Limited, Plant No. 17 at Simcoe - Local 403, Foodworkers (AFL-CIO/CLC): A 20½-month renewal agreement effective from June 15, 1977 to March 1, 1979, covering 223 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	June 15/77	June 15/78
	Increases	26¢ - 37¢	21¢
	Light Production Labourer	\$4.63 (\$4.37)	\$4.84
	Wage Grade 7 (includes Electrician)	\$6.71 (\$6.34)	\$6.92

Cost-of-Living Provision: Suspended. 35¢ float generated under previous agreement continues.

Shift Premiums: 0 - 20¢ - 25¢ (0 - 17¢ - 20¢).

Bereavement Leave: One day's paid leave upon death in immediate family where employee is unable to attend funeral (new). 3 days' paid leave granted to attend funeral of member of immediate family (unchanged).

Health and Welfare: Life Insurance - \$5,000 (\$2,000).

Weekly Indemnity Plan - Benefits increase to average weekly earnings payable from first day of hospitalization and fourth day of illness. From 1 week at full pay and 14 (4) weeks at half pay to 26 weeks at full pay and 26 (16) weeks at half pay, depending on length of service.

Drug Plan - \$25 deductible is discontinued.

Dental Plan - Effective June 15, 1978, employer pays 100% (50%) of cost of basic dental plan.

Safety Shoe Allowance: \$25 (\$17.50) per year.

Safety Glasses: Employer pays 100% of cost of glasses where required in performance of duties (new).

Tool Allowance: Effective June 15, 1978, \$40 (\$30).

Monarch Fine Foods Limited at Toronto - Local 647, Teamsters (Ind.): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 233 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	10%*
	General Help	\$5.99-\$6.54 (\$5.4475-\$5.9475)
	General Maintenance A	\$8.36 (\$7.60)

*Note: 42¢ of this increase has been implemented pending Anti-Inflation Board approval.

Probationary period is 60 worked days (60 working days).
Maximum rates reached upon completion of probationary period.

Cost of Living Provision: The 25¢ allowance generated by the previous agreement will continue to float. Provision suspended.

Overtime Pay: Minimum of 4 hours at time and one-half for mandatory overtime emergency (new).

Meal Allowance: \$4 (\$3).

Safety Shoe Allowance: Maximum of \$45 (\$36) per year.

Tool Allowance: \$125 (\$75) per year.

Molson's Brewery (Ontario) Ltd. and W.J. Hyatt Transport Ltd. at Toronto - Local 304, Canadian Brewery Workers (CLC): Two 12-month renewal agreements effective from January 1, 1977 to December 31, 1977, covering a total of 585 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

AIB Holdback: Compensatory increases shown below will be held in abeyance pending approval by the Anti-Inflation Board.

Wages:	Effective	<u>Jan. 1/77</u>	<u>May 1/77</u>
	General Increases	\$1.02	13¢
	Bottling & Warehouse Machine Operator	\$8.02 (\$7.00)	\$8.15
	Tradesman "A"	\$9.46 (\$8.44)	\$9.59

Cost of Living Allowance: An interim formula agreed to in 1974 and introduced in 1975 generated a 43¢ allowance at the end of 1976. This amount will continue to float during the first 2 months of this agreement and effective March 1, 1977 will be increased to 63¢. The interim formula will be inoperative during this agreement.

Shift Premium: 0-35¢-55¢ (0-25¢-35¢).

Paid Holidays: Effective in 1978, January 2 to be added for a total of 11 (10) designated days.

Health and Welfare: Life Insurance - \$18,000 (\$12,000).
A.D. & D. - \$18,000 (\$10,000).
Sick Leave - 6 days per year with any unused portion paid in cash on the day before Christmas. (Previously, the employee received 1/7 of the Weekly Indemnity Plan rate for each day of absence during the 8-day waiting period.)
Weekly Indemnity - 70% (66 2/3%) of regular wages on a 1-4-26 basis.
Dental Plan - 100% (50%) coverage for basic services to a maximum of \$250 per year and continuation of 50% coverage for restorative and orthodontic services.

Pension Plan: Basic Benefit - \$12 (\$9) per month per year of service for service after January 1, 1974. Unchanged for service prior to January 1, 1974.
Monthly Minimums Through Supplements - \$620 (\$500) less Canada Pension Plan offset for employees retiring at age 65 with 30 years service; \$720 (\$500) to age 65 for employees retiring at age 60 with 30 years of service.

Tool Allowance: Maximum of \$175 (\$100) per year for maintenance employees.

Meal Allowance: \$3 (\$1.50).

Bereavement Leave: Provision for reasonable time off with pay, generally 3 days, is extended to include the death of a son-in-law or daughter-in-law.
1 day's paid leave may be granted for attendance at funeral of other in-laws.

Paid Educational Leave (new): Up to 3 days per year per designated union representative.

Guaranteed Wage Plan: Benefits for Laid-off Employees - Formula for employees with less than 7 years of service to be based on 70% (60%) of weekly earnings lost less specified deductions, where applicable, such as U.I.C. benefits received.

Separation Pay - In addition to a week of base earnings for each year of seniority, an eligible employee will receive \$75 for each unused week of benefit entitlement to his credit at the date of separation (previously \$38 for employees with less than 7 years and \$47 for employees with 7 or more years).

TEXTILE

Fiberglas Canada Limited, Textile and Chemical Plants at Guelph - Locals 1305 and 1929, Amalgamated Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from June 1, 1977 to May 31, 1978, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/77</u>
	General Increase	6%
	Labourer	\$6.05 (\$5.71)
	Electrician	\$7.50 (\$7.08)
Health and Welfare:	<u>Life Insurance</u> - \$15,000 (\$10,000).	
	<u>Long-Term Disability Plan</u> - \$200 (\$150) per month plus \$20 (\$15) per month for each full year of service.	
Safety Shoe Allowance:	Employer pays up to \$20 per pair towards the cost of 2 pairs per year (new).	

FURNITURE AND FIXTURE

Sunar Limited, Steel Division at Waterloo - Local 3292, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 9, 1977 to May 8, 1978, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>May 9/77</u>
	COLA Fold-in	30¢
	General Increase	4.7%
	Sewing M/C Operator	\$5.10 (\$4.58)
	Toolmaker 1st Class	\$6.91 (\$6.31)

Cost-of-Living Provision: Inoperative during term of 1977-1978 agreement.

Shift Premium: 0 - 30¢ (unchanged) when 25 or more people are working on the shift. 0 - 60¢ when less than 25 people are working on the shift.

Paid Vacation: 4 weeks after 10 (12) years' service and 5 weeks after 15 (20) years.

Vacation Bonus: 17% (15%) of vacation pay.

Vacation Pay: Money received by the employee for time on workmen's compensation or weekly indemnity in excess of 5 working days per year is included in total annual earnings for the calculation of vacation pay. (Previously, time on workmen's compensation or weekly indemnity was not taken into account in calculating vacation pay once it exceeded 6 months.)

Bereavement Leave: 1 day's paid leave for death of grandparents, brother-in-law and sister-in-law (new).

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$8,500) coverage.

Weekly Indemnity Plan - Benefits are paid for a maximum of 52 (39) weeks.

Dental Plan - Riders #1 and #2 supplement basic dental coverage. Payments are based on the 1977 (previously, 1975) Ontario Dental Association fee schedule.

Vision Care - Employer pays 100% of cost of premiums for new vision care plan. Maximum benefit is \$60 every 24 months.

Pension Plan: \$7.75 (\$7.50) per month per year of service for retirements on or after July 1, 1975. \$7.25 (\$6.50) per month per year of service for retirements prior to July 1, 1975.

Safety Shoe Allowance: Employer supplies one pair per contract year to employees required to use same. Maximum value is \$25 (\$18) per pair.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto - Local 91, Typographical Union (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 535 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	49¢
	Journeyman	\$9.06
	Compositor	(\$8.57)

Health and Welfare: OHIP - Employer pays \$16 (\$11) for employees with dependents and \$8 (\$5.50) for employees without dependents.

Weekly Indemnity - \$147 (\$125).

Pension Plan: Employer pays \$2.25 (\$2) per shift per employee.

Supplemental Unemployment Benefit Plan: Employer pays \$3.50 (\$2.50) per week per employee.

METAL FABRICATING

Aimco Automotive Industries, Division of Aimco Industries Limited at Mississauga - Local 7574, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 27, 1977 to June 26, 1979, covering 280 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 27/77</u>	<u>June 26/78</u>
	General	45¢	55¢
	Increases		
	General	\$4.79	\$5.34
	Labour	(\$4.34)	
	Tool & Die	\$6.97	\$7.52
	Maker II	(\$6.52)	

ELECTRICAL PRODUCTS

Canadian Appliance Manufacturing Company, Ltd. (formerly, GSW Appliance Ltd.) at Weston - Local 3129, Steelworkers (AFL-CIO/CLC) (production empls.): A 12-month renewal agreement effective from June 24, 1977 to June 23, 1978, covering 550 employees, settled after a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 24/77</u>
	<u>Daywork</u>	
	COLA Fold-in	20¢
	General Increase	36¢
	Job Class Increment	13½¢ (13¢)
	Job Class 3 (includes Sweeper)	\$5.30 (\$4.73)
	Job Class 20 (includes Tool & Die Maker)	\$7.595 (\$6.94)

Cost of Living Provision: Inoperative.

Call-in Pay: Minimum of 4 hours' pay (previously, \$20 minimum).

Crown Witness Leave: Paid leave with fees reimbursed to company (new).

Bereavement Leave: 1 day's paid leave now applies for death of a brother-in-law, sister-in-law, or a grandchild.

Health and Welfare: Dental Plan - Now covers anaesthesia, periodontal, endodontic surgical and basic services (previously, only basic services).

Pension Plan: Basic Benefit - \$7 (\$6) per month per year of service.

Safety Shoe Allowance: \$30 (\$25) per year.

Square D Company Canada Limited at Toronto - Local 505, Electrical Workers (UE) (CLC): A 12-month renewal agreement effective from June 6, 1977 to June 5, 1978, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>June 6/77</u>
	General Increase	29¢
	Plater Helper	\$5.24-\$5.47 (\$4.95-\$5.18)
	Tool & Die Maker	\$6.79-\$7.07 (\$6.50-\$6.78)

Probationary period is 90 worked days. Maximum rates for all classifications reached after three 3-month increases. (Un-changed for Plater Helper. Previously, maximum rates for Tool & Die Maker and a number of other classifications were reached after two 3-month increases and one 9-month increase.)

Cost-of-Living Provision: Suspended during term of 1977-1978 agreement.

For each hour worked, to a maximum of his regular 40 hours per week, an employee receives a COLA add-on of 50¢.

Paid Holidays: If proclaimed by the Federal Government, Heritage Day is added for a total of 12 (11) days.

Health and Welfare: Life Insurance - Effective July 1, 1977, \$10,000 (\$8,000) coverage.

A.D. & D. - Effective July 1, 1977, \$10,000 (\$6,000) coverage.

Weekly Indemnity Plan - Effective July 1, 1977, benefit is \$125 (\$105) per week.

Pension Plan: Basic Benefit - \$7 (\$6) per month per year of service, retro-active to January 1, 1970.

Phillips Cables Ltd. at Brockville - Local 510, Electrical Workers (IUE)

(AFL-CIO/CLC): A 12-month renewal agreement effective from July 29, 1977 to July 28, 1978, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 29/77</u>
	General Increase	39¢
	Labourer in Wire Mill	\$5.55-\$5.68 (\$5.16-\$5.29)
	Maintenance Mechanic Gr. 2	\$6.62-\$6.93 (\$6.23-\$6.54)
	Maintenance Technician-(Elec.)	\$7.51-\$7.82 (\$7.12-\$7.43)

Cost of Living Allowance: Clause suspended.

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 13 years (all unchanged), and effective in 1978, 5 weeks after 23 (25) years.

Health and Welfare: Dental Plan - Expenses paid in accordance with the 1977 (1975) Ontario Dental Association Schedule of Fees.

Pension Plan: Basic Benefit - \$8 (\$7.50) per month per year of service.

Safety Shoe Allowance: \$18 (\$15).

Prescription Safety Goggles: Company pays full cost (previously, maximum of \$20).

Pirelli Cables Limited at Guelph - Local 3021, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 15, 1977 to April 14, 1978, covering 214 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Settlement pay of \$155 shall be paid to each employee.

Effective	<u>Apr. 15/77</u>
Increase	30c-90c
General Helper	\$4.99 (\$4.69)
Group J (includes Electrician "A")	\$6.55 (\$5.65)

NON-METALLIC MINERAL PRODUCTS

Canadian Johns-Manville Company Ltd. at Scarborough- Local 26, Canadian Chemical Workers* (Ind.): A 12-month first agreement effective from April 9, 1977 to April 8, 1978, covering 510 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

*In March 1977, the Canadian Chemical Workers' Union replaced the International Chemical Workers' Union as the bargaining agent.

Wages:	Effective	<u>Apr. 9/77</u>
	General Increase	46c
	General Worker	\$4.76 (\$4.30)
	Electrician	\$6.28 (\$5.82)

Cost of Living Allowance: 1c adjustment upward or downward for each 0.4 change in the Consumer Price Index (1961=100), calculated quarterly throughout the agreement (unchanged). The \$1.09 generated under the previous agreement will continue to float.

Paid Vacation: 2 weeks after 1 year (unchanged), 3 weeks after 5 (8) years, 4 weeks after 15 (18) years and 5 weeks after 23 years (unchanged).

Pension Plan: Basic Benefit - \$7 per month per year of service for all new retirees (\$4 per month per year of service prior to July, 1967 and \$6 per month per year of service from July, 1967).

CHEMICAL AND CHEMICAL PRODUCTS

Colgate-Palmolive Limited at Toronto - Local 809, International Chemical Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 21, 1977 to June 21, 1980, covering 321 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>June 21/77</u>	<u>June 21/78</u>	<u>June 21/79</u>
	General Increases	4.9%	3.7%	3.5%
	Finisher	\$5.325 (\$5.075)	\$5.520	\$5.710
	Stationary Engineer 2nd Class	\$8.91 (\$8.49)	\$9.24	\$9.56
Cost-of-Living Allowance:	Effective January 1979, new cost-of-living allowance of 1¢ per hour per 0.4 increase in the Consumer Price Index (1961=100). To be adjusted quarterly to a maximum of 85¢ over the term of the agreement.			
Shift Premium:	0 - 23¢ - 28¢ (0 - 20¢ - 23¢).			
Paid Vacation:	4 weeks after 12 (15) years.			
Health and Welfare:	<u>Weekly Indemnity Plan</u> - For employees with 20 years of service, 50% of day's pay extended from 390 working days to 520 working days.			
	<u>Dental Plan</u> - Effective July 1979, employer pays 80% of cost of new basic dental plan.			
Pension Plan:	1.8% (1.1%) of average annual earnings per year of service, reduced by 2.5% per year of service times Canada Pension Plan.			
Safety Shoe Allowance:	\$25 per year towards the cost of mandatory safety shoes. (Previously, \$10 for first pair and \$6 for second pair annually.)			

TRANSPORTATION

Air Canada, system-wide - Air Line Pilots (Ind.): A 14-month renewal agreement effective from December 1, 1976 to January 30, 1978, covering 1,515 employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Dec. 1/76</u>
	6.5% increase in monthly base pay, hourly pay, mileage pay, gross weight pay, overseas operations pay and nav-aid	
Expense Allowances:	Effective December 1, 1976 to July 1, 1977, a retroactive expense allowance of 11.36%.	
	Effective July 2, 1977, \$5.00 (\$4.50) breakfast, \$5.50 (\$5.00) lunch, \$11.00 (\$10.00) dinner and \$3.00 (\$2.50) snack.	
	Effective July 2, 1977, \$2.25 (\$2.00) for check-in and gratuity allowance.	

Effective July 2, 1977, 11.36% increase to be established on a country basis (currently on a city basis) for overseas layovers.

Uniform
Maintenance
Allowance:

Effective December 1, 1976, \$20 (\$18) per month.

Uniforms:

Pilots on formula pay contribute \$25 (\$15) per month and pilots on flat salary \$10 (unchanged).

Seniority:

A pilot, medically unfit, will not have his name removed from the seniority list prior to reaching age 60 (new).

Canadian Pacific Air Lines Ltd., system-wide - Air Line Pilots (Ind.):

A 12-month renewal agreement effective from December 1, 1976 to November 30, 1977, covering 600 employees, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Wages:

Effective Dec. 1/76

General Increase 6%

Monthly Rate

Pilot (1st year base salary) \$968.88*
(\$914.04)

*The above rate could change depending on the outcome of an appeal on the Anti-Inflation Board's rollback to the previous agreement.

There were no other significant changes in monetary provisions.

Canadian Pacific Air Lines Ltd., system-wide - Railway Clerks (AFL-CIO/CLC)

(agents, dispatchers, assistant dispatchers, ground hostesses and teletypists): A 20-month renewal agreement effective from February 28, 1977 to October 31, 1978, covering 1,300 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:

Effective Feb. 28/77 Dec. 5/77 Feb. 27/78

Increases:

All Groups 6.7% 7.5%
Excluding
Dispatchers

Dispatchers \$100 per month 6%

	<u>Feb. 28/77</u>	<u>Dec. 5/77</u>	<u>Feb. 27/78</u>
<u>Monthly Rates</u>			
Teletypists	\$736.00-\$1,140.00 (\$689.81-\$1,068.00)	\$791-\$1,226	
Agents	\$736.00-\$1,302.00 (\$689.81-\$1,220.00)	\$791-\$1,400	
Dispatchers	\$1,480.00-\$1,992.00 (\$1,379.58-\$1,892.40)		\$1,569-\$2,112

No other major changes in monetary provisions.

ELECTRIC POWER, GAS AND WATER UTILITIES

Ottawa City Hydro-Electric Commission - Locals 200 and 1120, Canadian Union of Public Employees (CLC) (works department and office employees):
Two 24-month renewal agreements effective from April 1, 1977 to March 31, 1979, covering 320 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5½ months.

Wages:	Effective	<u>Apr. 1/77</u>	<u>Apr. 1/78</u>
	General	6%*	4%*
	Increases		
	<u>Works Department Employees</u>		
	Handyman	\$5.12-\$6.72 (\$4.83-\$6.34)	\$5.32-\$6.99
	Lineman	\$5.12-\$9.04 (\$4.83-\$8.53)	\$5.32-\$9.40
	<u>Office Employees</u>		
	Clerk	\$147.87-\$218.13 (\$139.50-\$205.78)	\$153.78-\$226.86
	Accountant	\$147.87-\$370.90 (\$139.50-\$349.91)	\$153.78-\$385.74

Probationary period is 6 months. Maximum rate for Handyman is reached after two 6-month and two 1-year increases and, for Lineman, after two 6-month and six 1-year increases. Maximum rate for Clerk is reached after two 6-month and four 1-year increases and, for Accountant, after two 6-month and sixteen 1-year increases. Accountants may be hired higher on the salary scale than their start rate above.

*Note: No wage increase shall be paid until approval by the Anti-Inflation Board has been received.

Sick Leave: Sick leave vesting feature is to be phased out for existing employees as follows:

- 1) Effective January 1, 1979, all employees with vested sick leave credits exceeding 65 days are to have their accumulated days frozen as of that date and at the rate of pay effective on that date.
- 2) Effective January 1, 1979, all employees with vested sick leave credits of 65 days or less may accumulate such credits to a maximum of 65 days at the rate of their pay.

In both cases sick leave credits may fluctuate up or down, depending on usage. However, vested sick leave credits cannot exceed the 65-day maximum.

Following the date of signing of this new agreement, new employees will not accumulate vesting in the Sick Leave Plan.

Health and Welfare:

Long Term Disability Plan (new) - Effective January 1, 1979, employer pays 100% of cost of premiums for plan with benefits equalling 66 2/3% of wages, to a monthly maximum of \$2,000.

Pension Plan:

Effective January 1, 1979, employer pays 100% of cost of past service for the OMERS Type III early retirement pension plan, exclusive of the disability feature (new). Employee pays 100% of cost of future service.

Effective January 1, 1979, employer pays 50% (new) of cost of OMERS FAE Plan which represents an extension of the coverage offered by the basic OMERS plan.

This settlement is subject to approval by the Anti-Inflation Board.

Windsor Utilities Commission - Local 636, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/77</u>
	General Increase	2.8%
	COLA Fold-in	55¢
	Labourer	\$6.92 (\$6.18)
	Lineman	\$8.55 (\$7.77)

Cost-of-Living Allowance: 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) above the January 1977 base, to be adjusted quarterly. (Same formula.)

Paid Holidays: December 24 and December 31 included. (Previously granted only if they occurred Monday through Friday.)

Paid Vacations: 4 weeks after 12 (13) years' service.

Workmen's Compensation Pay Settlement: 100% of normal take-home pay for temporary total disability. (Previously, for up to 3 months, 100% of normal hourly rate and 90% thereafter for temporary total disability.)

Pension Plan: For service prior to January 1, 1966, new OMERS Type II (new).

Safety Shoe Allowance: \$29 (\$27.50) towards the cost of safety shoes as required.

RETAIL TRADE

Brewers' Warehousing Company Ltd., province-wide - Canadian Brewery Workers (CLC) (warehouse, retail, clerks and office empls.): Three 12-month renewal agreements effective from January 1, 1977 to December 31, 1977, covering a total of 1,400 employees, settled at the bargaining stage. Duration of negotiations - 8 months. (The clerks and the office agreements cover less than 30 employees combined.)

Wages:	Effective	<u>Jan. 1/77</u>	<u>May 1/77</u>
	General Increases	\$1.00	13¢
	Janitor	\$7.88 (\$6.88)	\$8.01
	Warehouseman	\$7.91 (\$6.91)	\$8.04
	Mechanic	\$8.21 (\$7.21)	\$8.34

Cost of Living Allowance: An interim formula agreed to in 1974 and introduced in 1975 generated a 43¢ allowance at the end of 1976. This amount will continue to float during the first 2 months of this agreement and effective March 1, 1977 will be increased to 63¢. The interim formula will be inoperative during this agreement.

Shift Premium: 0-35¢-55¢ (0-25¢-30¢).

Late-Closing Premium: For stores closing after 6 p.m.:

<u>Amount (per 8-hour shift)</u>	<u>Shifts Commencing After</u>
\$1.30 (\$1.20)	11 a.m.
\$1.60 (\$1.50)	12 noon
\$1.90 (\$1.80)	1 p.m.
\$2.20 (new)	2 p.m.
\$2.50 (\$2.40)	3 p.m.

35¢ (30¢) per hour for hours worked beyond 6 p.m. when at least 2 hours are worked and the employee does not otherwise qualify for a night shift premium.

Paid Holidays: 10 days plus any election days (unchanged). In addition, all employees completing at least one scheduled 8-hour day or a total of 12 hours in the week that January 2 falls will receive an additional holiday to be scheduled during January, February or March. This additional holiday will not be effective during this agreement

Call-back Pay: Effective August 1, 1977, \$25 (\$15) minimum per call-back. Provision is extended to include all regular employees.

Health and Welfare: Life Insurance - Effective August 1, 1977, \$18,000 (\$12,000).
A.D. & D. - Effective August 1, 1977, \$18,000 (\$10,000).
Dental Plan - Effective August 1, 1977, full coverage on basic services to a maximum of \$250 per person (50% co-insurance).
Weekly Indemnity - Effective August 1, 1977, 70% (66 2/3%) of employee's base rate on a 1-4-26 basis. The change applies to new participants.
Long Term Disability - Effective August 1, 1977, 66 2/3% of the employee's base rate in effect during the first 78 weeks (unchanged); and thereafter 66 2/3% of the employee's base rate in effect at the end of the first 78 weeks (utilization of accumulated sick leave, then 60% of employee's base rate in effect at the end of the first 78-week period).

Pension Plan: Basic Benefit - \$9 per month per year of service (unchanged).
Monthly Minimums Through Supplements - \$620 (\$500) less Canada Pension Plan offset for employees retiring at age 65 with 30 years' service; and \$720 (\$500) at age 65 for employees retiring at age 60 with 30 years of service. The supplements are somewhat less for clerks.

Meal Allowance: \$3 (\$2.50).

Safety Shoes: Effective September 1, 1977, all regular employees must wear safety shoes. Employer contributes \$30 (\$11) per year for each employee.

Bereavement Leave: Provision for reasonable time off, generally 3 days, is extended to include the death of a son-in-law or daughter-in-law.
1 day's paid leave may be granted for attendance at funeral of a brother-in-law, sister-in-law, or grandparent (new).

Guaranteed Wage Plan: Benefits for Laid-off Employees - Formula for employees with less than 7 years of service to be based on 70% (60%) of weekly earnings lost less specified deductions, where applicable, such as U.I.C. benefits received.
Separation Pay - In addition to a week of base earnings for each year of seniority, an eligible employee will receive \$75 for each unused week of benefit entitlement to his credit at the date of his separation (previously \$38 for employees with less than 7 years and \$47 for employees with 7 or more years).

Paid Educational Leave (new): Up to 3 days per year per chosen union representative. Total maximum for the program is 100 days per year.

EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF):
A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/77
	Increase	\$200-\$1,500
	Teacher-Category D 0-8 years	\$9,200-\$14,300 (\$9,000-\$13,650)
	Teacher-Category A4 0-12 years	\$13,600-\$25,500 (\$13,400-\$24,000)
Health and Welfare:	<u>Dental Plan</u> - Employer pays 75% of cost of new basic dental plan.	

Halton County Board of Education - Local 1011, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	July 1/77
	Increase	37¢-45¢
	Caretaker	\$5.48-\$5.76 (\$5.11-\$5.37)
	Maintenance I	\$6.75 (\$6.30)
Shift Premium:	0-20¢-20¢ (0-15¢-15¢).	
Paid Vacations:	3 weeks after 4 (5) years, 5 weeks after 21 (23) years.	
Responsibility Allowance:	15¢ (10¢) for Group 1, 20¢ (15¢) for Group 2 for public school caretakers' in charge of a school.	

Lanark County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF):
A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/77
	Increase	\$320 - \$1,370
	Teacher-Category D 0 - 5 years	\$8,870 - \$12,250 (\$8,550 - \$11,730)
	Teacher-Category A4 0 - 12 years	\$14,770 - \$27,180 (\$14,110 - \$25,810)

Health and
Welfare:

Life Insurance - Employer pays 75% (60%) of cost of premiums, to a maximum coverage of \$25,000.

Extended Health Care Plan - Employer pays 90% (new) of cost of premiums.

Norfolk Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 312 employees, settled at the bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	6.1%-8.6%
	Teacher Category D	\$9,400-\$13,300
	0-5 years	(\$8,860-\$12,500)
	Teacher Category A-4	\$14,700-\$25,700
	0-10 years	(\$13,540-\$24,180)

Sudbury Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 680 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

The agreement has been approved by the Anti-Inflation Board.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher-Level 1	\$9,600-\$14,340
	0-6 years	(\$8,800-\$13,300)
	Teacher-Level 4	\$12,500-\$20,700
	0-10 years	(\$11,500-\$19,400)
	Teacher-Level 7	\$15,002-\$26,690
	0-12 years	(\$13,802-\$24,890)

Principals

"A" Schools	\$28,605-\$30,705
(16 or more teachers)	(\$26,800-\$28,900)
"B" Schools	\$27,705-\$29,805
(7 to 15.9 teachers)	(\$25,900-\$28,000)
"C" Schools	\$26,255-\$28,355
(less than 7 teachers)	(\$24,450-\$26,550)

Chief Consultant - Grid plus an allowance of \$2,822. (Previously, Chief Consultants were paid at "C" School Principal's rate.)

Health and Welfare: Dental Plan - Effective January 1, 1978, coverage will be based on the 1977 (1976) Ontario Dental Association fee schedule.

North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 300 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

Wages:	Effective	Jan. 1/77
	General Increase	5%, plus \$304.30
	C1-A (Clerk Typist)	\$4.79-\$5.70 (\$4.39-\$5.25)
	M2 (Maintenance Mechanic)	\$6.63-\$7.26 (\$6.13-\$6.73)
	L1 (General Librarian)	\$7.38-\$8.92 (\$6.84-\$8.30)

Probationary period is 3 months. Annual increases are based on merit. Maximum rates can be reached after 3 or 4 years, depending on classification.

Cost-of-Living Allowance: Lump sum payment of 1% of wages for each 1% increase in the Canada Consumer Price Index above 164.0 (previously, 158.0), where 1971 equals 100. When provision terminates December 31, 1977, any major portion of a percentage figure which is above a full 1% increase will be taken into account in calculating the lump sum amount. Payment to be prorated where necessary.

Paid Holidays: One floating day replaces Remembrance Day for a total (unchanged) of 11 days.

Paid Vacations: 4 weeks after 8 (10) years' service for non-professional employees

Bereavement Leave: 1 paid day (new) for brother-in-law and sister-in-law if employee attends the funeral and the funeral falls on a regular workday.

Health and Welfare: Dental Plan - Effective September 1, 1977, employer pays 100% of cost of premiums for CUMBA Red Plan (previously, Blue Cross Dental Plan #7). Payments are based on the 1977 (1973) Ontario Dental Association fee schedule.

Mileage Allowance: Effective July 1, 1977, 21¢ (18¢) per mile.

Toronto Public Library Board - Local 1996, Canadian Union of Public Employees (CLC): A 12-month first agreement effective from January 1, 1977 to December 31, 1977, covering 350 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wage:	Effective	Jan. 1/77
	General Increase	4%, plus \$460

Effective

Jan. 1/77

Clerical Assistants and Administrative Positions

Code 1 (Junior Clerical Assistant)	\$8,100 - \$9,135 (\$7,345 - \$8,340)
Administrative Assistant	\$16,415 - \$18,828 (\$15,340 - \$17,600)

Librarians

Librarian C	\$11,314 - \$13,434 (\$10,435 - \$12,470)
Librarian 6A	\$20,825 - \$28,412 (\$19,560 - \$26,875)

Probationary period is 6 months. (Unchanged for non-professional employees. Previously, 1 year for professional employees).
Maximum rates reached with annual increments.

Cost-of-Living Allowance (new):	1% for each 1% increase in the Consumer Price Index above 164.0, where 1971 equals 100. To be paid in a lump sum as soon as is conveniently possible after December 31, 1977.
Call-Back Pay (new):	Minimum of 3 hours' pay at straight time per call-back.
Overtime Pay:	Time and one-half after 35 hours per week. (New for professional employees. Previously, lieu time off at straight time for non-professional employees.)
Jury and Court Witness Pay (new):	Employer pays the difference between employee's regular salary and fees received by the employee for jury and court witness duty.

PERSONAL SERVICES

Holiday Inn, El Mirador Motor Inn, Lord Elgin Hotel, Carleton Towers-Four Seasons Hotel, and the Talisman Motor Hotel at Ottawa - Local 261, Hotel Employees (AFL-CIO/CLC): Four 14-month and one 13-month renewal agreements effective from March 1, 1977 to April 1, 1977, respectively, all expiring April 30, 1978, covering a total of 670 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Mar. 1/77 or <u>Apr. 1/77</u>	Nov. 1/77 <u></u>
Average Increases		6%	8%
Waiter		\$2.79 (\$2.63)	\$3.15
Chambermaid		\$3.13 (\$2.95)	\$3.40
Cook		\$4.53 (\$4.27)	\$4.89

Paid Holidays: Anniversary date of employment added for a total of 10 days. The additional holiday does not apply to employees of the Holiday Inn who already received 10 paid holidays under the previous agreement.

Paid Vacation: 2 weeks after 1 year of service (unchanged) and 3 weeks after 5 (6) years.

Health and Welfare: OHIP - New clause provides that the employer will reimburse new employees for OHIP payments according to the following schedule:

<u>Years of Service</u>	<u>Amount Reimbursed</u>	
	<u>Single</u>	<u>Married</u>
After Probation	\$5	\$10
After 1 year	\$10	\$20
After 2 years	\$16	\$32

Dental Plan (new) - Plan to be established effective November 1, 1977. Details of the Plan are yet to be specified.

Effective August 1, 1977, the following health and welfare provisions will come into effect for the Talisman and Carleton Towers-Four Seasons Hotels:

Weekly Indemnity - 66 2/3% of wages for a maximum of 15 weeks. Employer pays 100% of premium cost.

Life Insurance - \$5,000 coverage with double indemnity. Employer pays 50% of premium cost.

Major Medical with Drugs - Maximum deductible of \$25 for single employees and \$50 for married employees. Employer pays 50% of premium.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (auditing group): A 5½-month renewal agreement effective from July 14, 1977 to December 25, 1977, with wages retroactive to December 27, 1976 (the expiry date of the previous agreement), covering 2,575 employees, settled at the arbitration stage. Duration of negotiations - 10 months.

Wages: Effective Dec. 27/76

Increase 10%, to maximum of \$2,400 per year

Annual Rates

AU 1	\$17,366-\$20,502 (\$15,787-\$18,638)
AU 3	\$24,853-\$27,762 (\$22,594-\$25,362)
AU 5	\$31,411-\$34,581 (\$29,011-\$32,181)

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years and 5 weeks after 27 (28) years.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(fire fighters, supervisory and non-supervisory): Two 8-month renewal agreements effective from July 29, 1977 to April 2, 1978, with wages retroactive to April 4, 1977 (the expiry date of the previous agreement), covering 1,535 employees, settled at the arbitration stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 4/77</u>
	General Increase	\$1,200
	<u>Annual Rates</u>	
	FR 1	\$14,612-\$15,958 (\$13,412-\$14,758)
	FR 6	\$19,427-\$21,937 (\$18,227-\$20,737)

Paid Vacation: Effective on the date of signing of the new agreement, 3 weeks after 1 year's service (unchanged), 4 weeks after 13 (15) years, and 5 weeks after 27 (28) years.

Meal Allowance: \$3 (\$2.50) for all overtime meals.

LOCAL ADMINISTRATION

Hamilton-Wentworth Regional Board of Commissioners of Police - Hamilton-Wentworth Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 690 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/77</u>
	<u>Annual Rates</u>	
	Police Constable (3rd Class)	\$16,227.00 (\$15,831.27)
	Police Constable (1st Class)	\$19,042.00 (\$17,771.92)
	Staff Inspector	\$27,979.00 (\$26,112.23)

Shift Premium: 0-12¢-22¢ (0-10¢-20¢).

Health and Welfare: Dental Plan - Effective August 1977, coverage for prosthetic services will be included.

Bereavement Leave: The death of a grandchild is now included for 3 days' paid leave.

Association
Annual
Convention
Leave:

Up to 4 days of paid leave for 11 (10) members, with additional time at half pay.

Kingston City Corporation (includes Rideaucrest Home for the Aged) - Local 141, Canadian Union of Public Employees (CLC) (office, clerical, maintenance and service employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 310 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/77
	General Increase	8.2% *
	Group R-2-02 (includes Maid - Rideaucrest Home for the Aged)	\$4.51-\$4.86 (\$4.17-\$4.49)
	Group R-5-04 (includes Registered Nursing Assistant - Rideaucrest Home for the Aged)	\$4.93-\$5.70 (\$4.56-\$5.27)
	Group 3-03 (includes Typist I)	\$8,152-\$9,562 (\$7,534-\$8,837)
	Group 9-5 (includes Maintenance Mechanic)	\$10,456-\$12,574 (\$ 9,664-\$11,621)
	Group 13-9 (includes Planner I)	\$15,177-\$18,198 (\$14,027-\$16,819)

Probationary period is 3 months. Maximum rates for Maid reached after 12 months, for Typist I and Registered Nursing Assistant after 24 months, for Maintenance Mechanic after 36 months and for Planner I after 48 months.

*Note: Part-time employees at Rideaucrest Home for the Aged working less than 20 hours per week receive an additional 10% increase in lieu of all fringe benefits except vacation, shift premium, and overtime premium for work performed on a statutory holiday (new).

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC)
A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/77
	General Increase	8%
	<u>Hourly-Rated Employees</u>	
	General Labourer	\$5.66 (\$5.24)
	Licensed Mechanic	\$6.89 (\$6.38)

Effective

Jan. 1/77

Salaried Employees

Switchboard Operator \$8,554 - \$10,174
(\$7,920 - \$ 9,420)

Public Works Clerk \$12,618 - \$14,700
(\$11,683 - \$13,616)

Probationary period is 3 (5) months. Maximum rates for salaried employees reached after five 1-year increases.

Cost-of-Living Allowance: 1¢ per hour for each full 0.3 (0.4) rise in the Consumer Price Index from 106% (108%) of its standing as of December 31, 1976 (December 31, 1975). To be adjusted up or down monthly, with 1961 equalling 100.

York Regional Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	Jan. 1/77
	General Increase	6.1%
	4th Class Constable	\$13,018 (\$12,270)
	1st Class Constable	\$18,335 (\$17,281)
	Staff Inspector	\$26,060 (\$24,562)

Pension Plan: OMERS Supplementary Type III, and OMERS Supplementary Type I, two per cent Pension Plan, replaces OMERS Supplementary Type I, one and three-quarter per cent Pension Plan.

Cleaning Allowance: \$88 (\$80) per year.

Clothing Allowance: \$400 (\$375) per year for detectives and plainclothes constables, prorated where necessary.

CONSTRUCTION

Mechanical Contractors Association of Toronto, Metropolitan Plumbing and Heating Contractors Division - Local 46, Plumbers (AFL-CIO/CLC) (residential): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 1200 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	74¢
	Journeyman	\$11.96
	Plumber	(\$11.22)
Travel		
Allowance:	20¢ (18¢) per mile.	

Niagara Region Mechanical Contractors Associations in the Hamilton, Niagara and Brantford Areas - Local 537, Sheet Metal Workers (AFL-CIO/CLC):
A renewal agreement covering 700 employees. The Hamilton area sector of the agreement was settled in July with mediation assistance during a work stoppage and is effective from July 11, 1977 to April 30, 1978. The Niagara and Brantford area sectors of the agreement were settled at the bargaining stage in May and are effective from May 9, 1977 to April 30, 1978. Duration of negotiations - 4½ months.

Wages:	Effective	<u>May 9/77</u> <u>July 11/77</u>
	Increase	72¢ in Niagara Peninsula; 70¢ in Hamilton area; 68¢ in Brantford area
	Journeyman	\$12.08
	Sheet Metal Worker - Niagara Peninsula	(\$11.36)
	Journeyman	\$11.89
	Sheet Metal Worker - Hamilton area	(\$11.19)
	Journeyman	\$11.48
	Sheet Metal Worker - Brantford area	(\$10.80)

Health and Welfare: Employer contribution is 45¢ (35¢) per hour.

Addendum

September 1976 Settlement

METAL FABRICATING

United-Carr, Division of TRW Canada, Limited at Brantford- Employees' Association (Ind.): A 24-month renewal agreement effective from June 29, 1976 to June 28, 1978, covering 243 employees, settled with mediation assistance and ratified in September, 1976. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 29/76</u>	<u>June 29/77</u>
COLA		22¢	
Fold-in			
Increases		20% for Classes II, III, IX, X and XII; 18% for Class XI; 15% for all other Classes*	8%
New Classes		Classes XI and XII added to wage schedule	
Class I (Assembly Operator)		\$3.05-\$3.75 (\$2.39-\$3.04)	\$3.29-\$4.05
Class X (Tool & Die Maker)		\$6.17-\$6.56 (\$4.92-\$5.25)	\$6.66-\$7.08

Probationary period is 30 (60) working days. Maximum rates for Assembly Operator reached after increases at 30, 120 and 240 working days. Maximum rates for Tool & Die Maker reached after increases at 90 and 240 working days.

*Note: 10% of the negotiated increase was implemented immediately, with implementation of the remainder dependent upon Anti-Inflation Board approval. Such approval was not granted. Wage rates were adjusted as follows:

Effective	<u>June 29/76</u>	<u>June 29/77</u>
Class I (Assembly Operator)	\$3.00-\$3.70	\$3.24-\$3.99
Class X (Tool & Die Maker)	\$6.08-\$6.46	\$6.57-\$6.98

Cost-of-Living Provision: Discontinued due to the ruling of the Anti-Inflation Board.

The formula initially negotiated was that of the previous agreement, but uncapped.

Scheduled Saturday Work: In the event that Saturday is worked as a "make-up" day when the plant is closed, hours worked will be paid at regular Saturday overtime rates (new).

Health and Welfare: Life Insurance - \$4,000 (\$2,000) coverage. Coverage was rolled back to \$2,000 by the Anti-Inflation Board.

Weekly Indemnity Plan - Benefit was negotiated as 50% of standard weekly rate, not including shift bonus. To be calculated once on the day of the agreement's signing and revised on June 29, 1977. However, the Anti-Inflation Board rolled back this improvement, leaving the weekly benefit unchanged at \$55 for employees in Classification I and \$65 for employees in all other classifications.

May 1977 Settlements

MINES

Dome Mines Limited at South Porcupine - Local 7580, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 18, 1977 to April 17, 1978, covering 443 employees, settled at the bargaining stage and ratified in May, 1977. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 18/77</u>	<u>Dec. 12/77</u>
	Increases	15¢ - 27¢	6¢
	Job Class 1 (includes Labourer)	\$5.06 (\$4.91)	\$5.12
	Job Class 15 (Motor Mechanic Class A)	\$6.22 (\$5.95)	\$6.28

Shift Premium: Effective May 2, 1977, 0 - 12¢ - 16¢ (0 - 10¢ - 14¢).

Sunday Premium: Effective May 2, 1977, 40¢ (25¢) per hour.

Paid Holiday: 1 additional day for a total of 11 (10) days.

Paid Vacations: 3 weeks after 8 (10) years, 4 weeks after 18 (20) years.

Health and Welfare: Dental Plan - Effective December 1977, employer contributes \$10 per month for employees with dependents or \$4 per month for single employees to Blue Cross Dental Plan No. 7 (new).

Bereavement Leave: Brother and sister included in 3 days' paid leave to attend funeral (previously 1-3 days' paid leave depending on location of funeral).

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Power Projects at Mississauga - Society of Professional Engineers and Associates (Ind.): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 410 employees, settled at the conciliation officer stage and ratified in May, 1977. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase	\$600-\$1,450
	PG1	\$12,600-\$16,700 (\$12,000-\$15,850)
	PG6	\$31,300-\$34,300 (\$29,800-\$32,850)

Maximum rates reached on merit.

Health and Welfare: Medical Plan - Employer pays a medical-hospital allowance of \$15.50 (\$11.00) per month for single employees or \$30.75 (\$22.00) for family coverage.

June 1977 Settlements

FOOD AND BEVERAGE

Canada Packers Poultry, Division of Canada Packers Limited at Walkerton -

Local P1105, Foodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 270 employees, settled at the bargaining stage and ratified in June 1977. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 29/77</u>
	General Increase	32¢
	Group A	\$5.32 (\$5.00)
	Maintenance	\$6.24
	Mechanic A	(\$5.92)

Retroactive Pay: 32¢ per hour for employees on payroll on June 29, 1977, retro-active to April 1, 1977.

Health and Welfare: Weekly Indemnity Plan - Effective July 1977, benefits increase to \$113 (\$103) weekly for Groups A and B, and \$118 (\$108) weekly for Groups C and D, payable, as previously, from the first day of hospitalization and third day of illness or accident for periods ranging from 4 weeks to 52 weeks, depending on length of service, for employees with 6 months of service.

OHIP - Employer pays 100% (75%) of cost of premiums for employees with 6 months of service.

ELECTRICAL PRODUCTS

Sangamo Company Limited at Toronto - Local 235 (Tool Room Group) and Local 1755,

Machinists (AFL-CIO/CLC): Two 12-month renewal agreements effective from April 1, 1977 to April 2, 1978, covering 335 employees, settled at the conciliation officer stage and ratified in June, 1977. Duration of negotiations - 5½ months.

Wages:	Effective	<u>Apr. 1/77</u>
	COLA Fold-in	25¢ for day workers; 20¢ for incentive workers
	General Increase	30¢
	<u>Local 1755</u>	
	Labour Grade 10 (includes Benchworker)	\$4.46-\$4.86 (\$3.91-\$4.31)
	Labour Grade 1 (includes Electrician-Maint.)	\$6.69-\$7.32 (\$6.14-\$6.77)

Effective

April 1/77

Local 235

Labour Grade 2 \$7.26-\$7.63
(includes Machinist- (\$6.71-\$7.08)
Maintenance - Class A)

Labour Grade 1 \$7.46-\$7.83
(includes Tool and Die (\$6.91-\$7.28)
Maker - Class A)

Probationary period is 60 days worked. Maximum rates for Local 1755 reached after four 3-month increases. Maximum rates for Local 235 reached after increases at 60 and 120 days worked.

Cost-of-Living Provision: Suspended.

Lead Hand 25¢ (15¢) per hour.
Premium (Local 235 only):

Paid Holidays: 1 floating day is added for a total of 11½ (10½) days.

Health and Welfare: Weekly Indemnity Plan - Maximum benefit is \$156 (\$148) per week.

Dental Plan - Payments are based on the 1977 (previously, 1974) Ontario Dental Association fee schedule.

Pension Plan: Pay schedule is updated to 1969 for years of service prior to 1969.

Safety Shoe Allowance (new): Employer pays 100% of cost of one pair of safety shoes per year for employees in the Die Casting area.

Safety Prescription Glasses: Employer pays up to a maximum of \$75 (\$25) per calendar year for replacement of lenses.

TRANSPORTATION

London Transportation Commission - Division 741, Transit Union (AFL-CIO/CLC):
A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 340 employees, settled at the bargaining stage and ratified in June, 1977. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/77</u>
	General Increase	7%
	Bus Operator	\$6.78 (\$6.34)
	Mechanic	\$7.25 (\$6.78)

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (Ind.): A 12-month renewal agreement covering Working Conditions, effective from January 28, 1977 to January 31, 1978, covering 52,000 employees, settled at the bargaining stage in June, 1977. Duration of negotiations - 9 months.

Aside from mileage allowance increases, all new provisions are effective June 30, 1977.

Meal Allowance: \$2.50 (\$2).

Mileage Allowance: Effective September 1, 1976:

	<u>Northern Ontario</u>	<u>Southern Ontario</u>
0-5,000 miles	21¢ (20¢)	20¢ (19¢)
5,001-15,000	17¢ (15¢)	16¢ (14¢)
15,001 or more	15¢ (13¢)	14¢ (12¢)

Layoff Notice: 4 weeks for employees with 5 but less than 10 years' service and 8 weeks for employees having 10 or more years. (2 weeks as stipulated by the Public Service Act.)

Extension of Benefits to Unclassified Employees

Designated part-time, seasonal, or temporary employees will be eligible for:

Overtime Pay: Time and one-half for all hours worked in excess of scheduled full work day or work week.

Paid Holidays: 4% of gross pay to compensate for paid holidays and time and one-half for work on a holiday.

Health and Welfare: Sick Leave - $1\frac{1}{4}$ days per month for employees working $36\frac{1}{4}$ or 40 hours per week.

OHIP - Employer pays 100% of premium for employees working $36\frac{1}{4}$ or 40 hours and having 3 months of service.

Bereavement Leave: 3 days' paid leave for close relatives and 1 day for certain other relatives for employees scheduled to work more than 24 hours per week.

Other Provisions: Health and safety, shift premiums, meal allowances, rest periods, car mileage allowances, travelling time credits, standby and on-call payments, leave for jury duty, the right to the grievance procedure, and automatic union dues deduction.

Anti-Inflation Board Rulings in July 1977

Employer and Union	Reference	Action
Assn. of Millwrighting Contractors of Ontario and Carpenters (AFL-CIO/CLC)	May 77, p. 304	Allowed
Christie, Brown and Co. Ltd., Toronto and Bakery Workers (AFL-CIO/CLC)	May 77, p. 265	Disallowed
Firestone Canada Ltd. - Ltee, Hamilton and Rubber Workers (AFL-CIO/CLC)	Mar. 77, p. 120	Allowed
Foster Wheeler Ltd., St. Catharines and Steelworkers (AFL-CIO/CLC)	Mar. 77, p. 123	Disallowed
Government of Canada (Treasury Board) and Council of Graphic Arts Union (printing operations group, non-supervisory empls.)	Nov. 76, p. 679	Allowed
Government of Canada (Treasury Board) and Public Service Alliance of Canada (CLC) (correctional group)	Mar. 77, p. 152	Allowed
Hand Assn. of Sewer, Watermain and Road Contractors and Labourers (AFL-CIO/CLC)	Feb. 77, p. 84	Disallowed
Imperial Tobacco Ltd./Ltee (Div. of Imasco Ltd.), Guelph and Tobacco Workers (AFL-CIO/CLC) (plant and office empls.)	Nov. 76, p. 641	Disallowed
International Harvester Co. of Canada Ltd., Chatham	June 77, p. 368	Allowed
International Harvester Co. of Canada Ltd., Hamilton and Steelworkers (AFL-CIO/CLC) (office empls.)	Apr. 77, p. 205	Disallowed
International Harvester Co. of Canada Ltd., Hamilton and Steelworkers (AFL-CIO/CLC) (plant empls.)	Apr. 77, p. 204	Allowed
Ontario Hydro, province-wide and Canadian Union of Public Employees (CLC)	May 77, p. 283	Allowed
Reed Packaging Ltd. (Corrugated Div.), Toronto and Printing Specilaties and Paper Products Union (AFL-CIO/CLC)	Sept. 76, p. 519	Disallowed
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man., and Public Service Alliance of Canada (CLC) (production and office empls.)	May 77, p. 273	Allowed
Sandwich, Windsor and Amherstburg Railway Co., Windsor and Transit Union (AFL-CIO/CLC)	Apr. 77, p. 217	Disallowed

Anti-Inflation Board Rulings in July 1977

Employer and Union	Reference	Action
Weldwood of Canada Ltd., Longlac Div., Longlac and Carpenters (AFL-CIO/CLC)	Mar. 77, p. 123	Disallowed
Windsor Construction Assn. and Labourers (AFL-CIO/CLC)	May 77, p. 317	Allowed

Negotiations in Progress during July 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'r Stage
AP Parts of Canada Ltd., Toronto	Auto Workers (CLC)	375	PCB
American Motors (Canada) Ltd., Brampton	Auto Workers (CLC)	1,125	CO
Atomic Energy of Canada Ltd., Chalk River and Deep River**	Atomic Energy Allied Council (various AFL-CIO/CLC Unions)	870	CO
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River**	Office Employees (AFL-CIO/CLC)	310	B
Atomic Energy of Canada Ltd., Commercial Products Div., Ottawa**	CLC-Directly Chartered	240	B
Atomic Energy of Canada Ltd., Nuclear Laboratories, Chalk River**	CLC-Directly Chartered	430	B
Atomic Energy of Canada Ltd., Sheridan Park**	Public Service Alliance (CLC) (draftsmen)	210	B
Belleville General Hospital	Ont. Nurses' Assn. (Ind.)	276	CO
Bendix Automotive of Canada Ltd., Windsor	Auto Workers (CLC)	610	WS
Bendix Heavy Vehicle Systems Ltd., London	Auto Workers (CLC)	450	B
Bestview Holdings Ltd., several locations	Christian Labour Assn. (Ind.)	250	B
Brant County Board of Education	Fed. of Women Teachers Assns. of Ont and Ont. Public School Men Teachers' Fed. (OTF)	580	B
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	400	B
Joseph Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	CO
Caldwell Linen Mills Ltd., Matilda	United Textile Workers (AFL-CIO/CLC)	300	B
Canada Wire and Cable Ltd., Leaside	Electrical Workers (UE) (CLC)	555	B
Canadian Standards Assn., Toronto	CUPE (CLC)	290	B
Carleton University, Ottawa	Carleton University Academic Staff Assn. (Ind.) (university professors)	640	B

* See page 504 for definition of codes.

**Federal jurisdiction.

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Carleton University, Ottawa	Carleton University Support Staff Assn. (Ind.) (clerical, computer and accounting empls.)	650	B
Coca-Cola Ltd., Hamilton, Kitchener, London, Toronto and Windsor	Cdn. Brewery Workers (CLC)	900	B
Consumers Distributing Co. (Warehouse), Mississauga	Teamsters (Ind.)	230	CO
Consumers Glass Co., Ltd., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	670	MED
Council of Printing Industries of Canada, Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	220	CO
Glasco Ltd., Wallaceburg	Glass and Ceramic Workers (AFL-CIO/CLC)	850	B
Union Road Machinery Co. Ltd., Goderich	Machinists (AFL-CIO/CLC)	850	B
Star Packaging Ltd. (Corrugated Containers Div.), Toronto	Canadian Paperworkers (CLC)	285	B
Glasco Aircraft of Canada Ltd., Mississauga	Auto Workers (CLC)	1,450	B
Pont of Canada, Ltd., Maitland	Cdn. Chemical Workers (Ind.)	630	MED
Ham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,290	B
Ham Regional Municipality	CUPE (CLC)	315	CO
Ham Regional Police	Police Assn. (Ind.)	295	CO
Electrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/CLC)	315	B
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC)	900	B
Sex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	B
Sex County Roman Catholic Separate School Board	Teachers Federations	465	B
Sex International, Dunnville	Auto Workers (CLC)	402	MED/FS

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd.)

Employer and Location	Union	No. of Empls	Neg. stag
Frankel Structural Steel Ltd., Toronto	Structural Iron Workers (AFL-CIO/CLC)	200	MED
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	550	B
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	500	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	212	B
G W G (Eastern) Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	423	B
Gates Rubber of Canada Ltd., Brantford	Rubber Workers (AFL-CIO/CLC)	350	MED
Glendale Corp., Strathroy	Machinists (AFL-CIO/CLC)	263	B
Glendale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	340	PCB
Globe & Mail Ltd., Toronto	Newspaper Guild (AFL-CIO/CLC)	400	B
Goodrich, B.F., Canada Ltd. (Tire Products Plant), Kitchener	Rubber Workers (AFL-CIO/CLC)	730	B
Government of Canada (Treasury Board)**	Professional Assn. of Foreign Service Officers (Ind.)	980	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	ARB
Haldimand Board of Education	Teachers Federations	204	B
Halton Roman Catholic Separate School Board	Teachers Federations	360	B
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,370	B
Hamilton Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,135	B
Hamilton City	Fire Fighters (AFL-CIO/CLC)	410	B

** Federal jurisdiction.

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Milton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	753	CO
Milton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	1,100	B
Monod Manufacturing Co. Ltd., Mulph and Puslinch Township	Employees' Assn. (Ind.)	500	B
avey Woods Ltd., (Underwear and Hosiery Div.) and Kroy Washrinkable Wools Ltd., Toronto and Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	530	B
cker Siddeley Canada Ltd. (Canadian Car Div.), Thunder Bay	Auto Workers (CLC)	910	MED
h T. Hepburn Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	MED
el Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200	CO
on County Board of Education	Teachers Federations	362	B
on County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	263	B
ernational Tools (1973) Ltd., Kingsville and Windsor	CLC-Directly Chartered	200	B
County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	600	B
gston General Hospital	Ont. Nurses' Assn. (Ind.)	450	ARB
ak Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	MED
ehler Manufacturing Co. Ltd. (Plant #5), Stratford	Upholsterers (AFL-CIO/CLC)	366	B
head Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	635	B
head District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	339	B
ton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	MED

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	270	B
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	545	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	345	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	975	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	770	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	450	B
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	450	B
London Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,300	B
London Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,090	B
London City Board of Commiss- ioners of Police	Police Assn. (Ind.) (policemen and civilian empls.)	443	B
McGregor Hosiery Mills Ltd., Toronto	Cdn. Textile and Chemical Union (UCU)	250	B
McKellar General Hospital, Thunder Bay	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	ARB
Mansfield-Denman General Co. Ltd., Barrie	Rubber Workers (AFL-CIO/CLC)	620	B
Massey-Ferguson Industries Ltd., Brantford and Toronto	Auto Workers (CLC)	4,600	CO
Metropolitan Toronto School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	11,275	B

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Metropolitan Toronto School Board	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	9,055	B
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	260	F
Middlesex County Board of Education	Teachers' Federations	375	F
Ralph Milrod Metal Products Ltd., Mississauga	Auto Workers (CLC)	200	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	241	B
Mississauga City Corp., Transit Dept.	Transit Union (AFL-CIO/CLC)	230	CO
Motor Transport Industrial Relations Bureau of Ontario, system-wide**	Teamsters (Ind.)	6,800	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	290	ARB
Niaskoka Board of Education	Teachers Federations	246	B
National Auto Radiator Mfg. Co. Ltd., Windsor	Auto Workers (CLC)	320	WS
National Grocers Co. Ltd., southern Ontario	Retail, Wholesale Empls. (AFL-CIO/CLC)	270	CO
National Grocers Co. Ltd., various locations	Teamsters (Ind.) (drivers, maintenance empls. and warehousemen)	300	CO
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (Ind.) (clerical empls.)	324	B
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (operational category, supervisory and non-supervisory)	289	B
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	700	B
Nagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	B
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	442	MED
Nipissing Board of Education	Teachers Federations	300	B

* Federal jurisdiction.

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'g Stage
Nipissing District Roman Catholic Separate School Board	Teachers Federations	435	B
Noranda Mines Ltd. (Geco. Div., Mine and Mill), Manitouwadge	Cdn. Base Metal Workers (CNTU)	500	B
North American Plastics Co. Ltd., Wallaceburg	Auto Workers (CLC)	400	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	515	CO
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	CO
Norton Co., Electric Furnace Plants, Chippawa	Intl. Chemical Workers (AFL-CIO/CLC)	310	PCB
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (Ind.) (academic staff, librarians and counsellors)	6,155	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	3,500	B
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government	OPSEU (Ind.) (general administra- tion category)	4,760	B
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3,500	B
Ontario Government	OPSEU (Ind.) (technical services category)	5,290	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	670	ARB
Ontario Housing Corp., province- wide	CUPE (CLC) (office and mainten- ance empls.)	800	ARB
Ontario Hydro (J. Clark Keith G.S. Unit and Richard L. Hearn G.S. Unit), Toronto and Windsor	Cdn. Operating Engineers (CCU)	318	CO
Ontario Interior Systems Contractors Assn., province- wide	Painters (AFL-CIO/CLC)	400	MED
Ontario Jockey Club (Standardbred Div.), province-wide	Service Empls. (AFL-CIO/CLC)	300	B

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Empls. (AFL-CIO/CLC)	450	B
Ontario Liquor Control Board and Ontario Liquor Licence Board, province-wide	Liquor Control Board of Ont. and Liquor Licence Board of Ont. Employees' Assn. (Ind.)	3,500	MED
Ontario Painting Contractors Assn.	Painters (AFL-CIO/CLC)	2,500	MED/WS
Ontario Painting Contractors Assn. (Residential Section)	Painters (AFL-CIO/CLC)	350	MED
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO
Ottawa City	Ottawa Police Assn. (Ind.)	680	B
Ottawa City and Regional Municipality of Ottawa- Carleton	CUPE (CLC) (civic empls.)	3,090	ARB
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	925	CO
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	ARB
Port Board Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC)	1,400	B
Regional Board of Education	CUPE (CLC) (office and clerical empls.)	480	CO
Regional Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,350	B
Regional Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	385	CO
St. Mary's Hospital, Ottawa	Ont. Nurses' Assn (Ind.) (full and part-time empls.)	238	CO
St. John's County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	300	B
St. John's County Board of Education	Teachers Federations	370	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	342	CO
Peterborough-Victoria-Northumber- land and Newcastle Poman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	290	MED

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stage
Prescott-Russell County Roman Catholic Separate School Board	Teachers Federations	385	MED
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	316	PCB
Reed Decorative Products Ltd., Toronto	Cdn. Paperworkers (CLC)	300	CO
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435	F
Renfrew County Board of Education	Teachers Federations	396	B
Renfrew County Roman Catholic Separate School Board	Teachers Federations	350	B
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	ARB
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	265	CO
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.)	234	CO
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	CO
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	CO
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	375	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	CO
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	PCB
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	610	PCB
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	ARB
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	ARB

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ault Ste. Marie Board of Education	Teachers Federations	420	3
carborough Borough	Fire Fighters (AFL-CIO/CLC)	370	ARB
carborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
carborough General Hospital	Ont. Nurses' Assn (Ind.)	560	CO
carborough Public Utilities Commission, Hydro, Water and Gas Div.	Electrical Workers (IBEW)(AFL-CIO/CLC)	240	B
chneider, J.M., Inc., Kitchener	National Council of Canadian Labour (Schneider Employees' Assn.)	1,975	B
imcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,250	E
imcoe County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	900	B
imcoe County Roman Catholic Separate School Board	Teachers Federations	281	B
immons Ltd., Bramalea	Electrical Workers (UE) (CLC)	200	CO
.G. Simpson Co. Ltd., Toronto	Employees' Assn. (Ind.)	350	B
klar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	300	B
omerville Industries Ltd., London	Cdn. Chemical Workers (Ind.)	218	B
ar Aerospace Products Ltd., Toronto	Auto Workers (CLC)	480	B
ainless Steel Food Service Equipment Manufacturers Assn., Toronto	Sheet Metal Workers (AFL-CIO/CLC)	200	CO
ormont, Dundas and Glengarry County Board of Education	Teachers Federations	385	B
ormont, Dundas and Glengarry Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (UTF)	550	B
dbury Board of Education	CUPE (CLC)	450	B

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg State
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	CO
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	PCE
Sunnybrook, Wellesley, Toronto East General & Orthopaedic and Baycrest Hospitals, Toronto	Service Empls. (AFL-CIO/CLC) (office and clerical empls.)	810	ARB
Sutton Place Hotel, Toronto	Hotel Empls. (AFL-CIO/CLC)	240	B
TAS Communications Services, Toronto	Communications Workers of Canada (CLC)	277	CO
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
Thunder Bay Grocery Stores	Retail Clerks (AFL-CIO/CLC)	426	CO
Toronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	300	CO
Toronto Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	700	CO
Toronto East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	550	PCE
Toronto Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	4,000	MED
Toronto General Hospital	Ont. Nurses' Assn. (Ind.)	840	CO
Toronto Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	615	CO
Toronto Metropolitan Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	350	CO
Toronto Star Ltd., Mailing Room	Printing and Graphic Communications (AFL-CIO/CLC)	250	B
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,380	CO
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	PCE
University of Toronto Governing Council	Graduate Assistants Assn. (Ind.)	2,000	B
University of Toronto (Libraries)	CUPE (CLC)	400	B
University of Windsor (Maintenance Dept.)	CUPE (CLC)	225	B

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
S Services Ltd., province-wide	Teamsters (Ind.)	200	B
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time empls.)	470	ARB
Tabasso Ltd., Dunnville and Welland	Clothing and Textile Workers (AFL-CIO/CLC)	500	B
Tabasso Ltd. (Empire Div.), Welland	United Textile Workers (AFL-CIO/CLC)	550	B
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	400	B
Waterloo Regional Police Force	Police Assn. (Ind.)	418	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	580	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	510	B
Wellington County Separate School Board	Teachers Federations	250	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	560	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	413	B
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	MED
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	B
Windsor City	CUPE (CLC) (inside empls.)	530	PCB
Windsor City (Public Works and Parks and Recreation Depts.)	CUPE (CLC) (service and maintenance empls.)	400	CO
Windsor Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	215	MED/WS
Windsor Heavy Construction Assn. (Landscaping Section)	Teamsters (Ind.), International Operating Engineers (AFL-CIO/CLC) and Labourers (AFL-CIO/CLC)	200	B

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg't Stage
Windsor Mechanical Contractors Assn.	Plumbers (AFL-CIO/CLC)	325	MED/3
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	CO
Windsor Raceway Holdings Ltd.	Service Empls. (AFL-CIO/CLC)	230	B
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	760	MED
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	220	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	B
York County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300	PCB
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,300	MED
York County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	910	MED
York University, Toronto	Graduate Assistants Assn. (Ind.)	1,000	B
York University, Toronto	York University Faculty Assn. (Ind.)	1,040	B(R)
York University, Toronto	York University Staff Assn.	1,040	B
Zehr's Markets Ltd., Guelph	Diamond Z Assn. (Ind.)	288	CO
<u>MORE THAN ONE PROVINCE</u>			
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,700	CB
CP Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
CP Air, system-wide**	Machinists (AFL-CIO/CLC)	1,730	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (AFL-CIO/CLC)	2,645	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,965	B

** Federal jurisdiction.

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ominion Textile Ltd. (Long Sault Fabrics, Long Sault Yarn and Montreal plants), Long Sault, Ont. and Montreal, Que.	United Textile Workers (AFL-CIO/CLC)	700	CO
overnment of Canada (Treasury Board)**	Air Traffic Employees (Ind.)	2,165	CB
overnment of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,490	B
overnment of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC)	2,890	B
overnment of Canada (Treasury Board)**	Letter Carriers (CLC)	16,700	CB
overnment of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,235	CO
overnment of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	3,890	B
overnment of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non- supervisory)	19,280	B
overnment of Canada (Treasury Board)**	PIPS (Ind.) (architecture and town planning group)	360	B
overnment of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (biological sciences group)	765	B
overnment of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,465	B
overnment of Canada (Treasury Board)**	PIPS (Ind.) (computer systems administration group)	2,040	ARB
overnment of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,205	B
overnment of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	B
overnment of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	CO

Federal jurisdiction.

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'

Employer and Location	Union	No. of Empls	Neg. Sta
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC)(CLC) (drafting and illustration group)	2,060	P
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,935	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (general service group, supervisory and non-supervisory)	13,610	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services, supervisory and non-supervisory)	4,155	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,080	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,970	CO
National Research Council, Canada-wide**	PIPS (Ind.) (research officer and research council officer grades)	850	B
National Research Council, Canada-wide**	Research Council Employees Assn. (technical empls.)	1,050	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (office empls., extension division and farm service centres)	700	B

** Federal jurisdiction.

Negotiations in Progress during July 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
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Definition of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
IIC - Industrial Inquiry Commission
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in August 1977

Employer and Location	Union	No. Emp
Bendix Heavy Vehicle Systems, London	Auto Workers (CLC)	
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	4
Bruce County Board of Education	Teachers Federations	3
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	2
Carleton Board of Education	Teachers Federations	8
Computing Devices Co., Div. of Control Data, Nepean	Employees Assn. (Ind.)	2
Dominion Road Machinery Co., Goderich	Machinists (AFL-CIO/CLC)	8
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,2
Emco Ltd., London	Steelworkers (AFL-CIO/CLC)	3
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	5
Essex County Roman Catholic Separate School Board	Teachers Federations	4
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	5
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	5
Frontenac-Lennox & Addington Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	2
Glendale Corp., Strathroy	Machinists (AFL-CIO/CLC)	2
Haldimand Board of Education	Teachers Federations	2
Halton Roman Catholic Separate School Board	Teachers Federations	3

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in August 1977 (Cont'd)

Employer and Location	Union	No. of Empls.
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed.	1,370
Hamilton Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,135
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	1,100
Harvey Woods Ltd. (Underwear Div.), Woodstock	Clothing and Textile Workers (AFL-CIO/CLC)	381
Iron County Board of Education	Teachers Federations	362
Iron County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	263
International Tools, Kingsville and Windsor	CLC-Directly Chartered	200
Iron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	600
Iron County Roman Catholic Separate School Board	Teachers Federations	350
Imberly-Clark of Canada, Etobicoke	International Chemical Workers (AFL-CIO/CLC)	445
Kehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	635
Kehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	339
London County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695
London County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525
Mark County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	270
Norfolk and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	345

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in August 1977 (Cont'd)

Employer and Location	Union	No. Empl
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	5
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	9
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	7
Lincoln County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	4
London and Middlesex Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	4
London Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,3
London Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,0
Metropolitan Toronto School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	11,2
Metropolitan Toronto School Board	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	9,0
Middlesex County Board of Education	Teachers Federations	3
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	2
Muskoka Board of Education	Teachers Federations	2
Nipissing Board of Education	Teachers Federations	3
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	4
Nipissing District Roman Catholic Separate School Board	Teachers Federations	4

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in August 1977 (Cont'd)

Employer and Location	Union	No. of Empls.
Ontario Council of Regents of Colleges of Applied Arts and Technology, Province-wide	Ont. Public Service Employees Union (Ind.) (academic staff, librarians and counsellors)	6,155
Ontario Council of Regents of Colleges of Applied Arts and Technology, Province-wide	Ont. Public Service Employees Union (Ind.) (support staff empls.)	3,500
Ontario Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,350
North York Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	300
North York Board of Education	Teachers Federations	370
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	290
Pescott-Russell County Roman Catholic Separate School Board	Teachers Federations	385
Perth County Board of Education	Teachers Federations	396
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435
Perth County Roman Catholic Separate School Board	Teachers Federations	350
Preston Ste. Marie Board of Education	Teachers Federations	420
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,250
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	900
Simcoe County Roman Catholic Separate School Board	Teachers Federations	281
Stormont, Dundas and Glengarry Board of Education	Teachers Federations	385
Stormont, Dundas and Glengarry Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	550

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in August 1977 (Cont'd)

Employer and Location	Union	No. Emp.
University of Toronto	Graduate Assistants Assn. (Ind.)	2
Wabasso Ltd. (Empire Division), Welland	United Textile Workers (AFL-CIO/CLC)	
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	
Wellington County Roman Catholic Separate School Board	Teachers Federations	
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	
Windsor Board of Education	Ont. Secondary School Teachers' Assn. (OTF)	
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,
York County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1
York University, Toronto	York University Graduate Assistants Assn. (Ind.) (part-time teachers)	1,3
York University, Toronto	York University Graduate Assistants Assn. (Ind.) (part-time graduate students)	5

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
August 1977



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1977, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in August 1977 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in August 1977. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in September 1977.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

September 29, 1977

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Highlights

Printing Crafts Settlements. The 1976-77 Ontario negotiations between the Council of Printing Industries of Canada and the unions representing various printing crafts units were finalized during July and August with the ratification of two one-year agreements. Key issues in both sets of negotiations included contract duration, monetary matters, craft jurisdiction and various changes in contract language. The July settlement, covering 600 members of the International Typographical Union (ITU) employed in composing rooms, included a general wage increase of 49 cents per hour, higher weekly indemnity benefits and increased employer contributions to the ITU Pension Plan, SUB Plan and OHIP. A similar settlement was ratified in August by 203 members of the Toronto Printing Pressmen and Assistants' Union (subordinate to the International Printing and Graphic Communications Union). This agreement contained a general wage increase of 46 cents per hour, an increased night shift premium, and improvements in a number of benefit items designed to bring them to a level already enjoyed by other craft groups represented by the IPGCU. In addition, new provisions covering safety shoe allowances and employer contributions to a training fund were introduced.

Transportation Equipment Settlements. A 33-month renewal agreement was reached in August between Hawker Siddeley Canada (Canadian Car Division) at Thunder Bay and 950 members of the United Auto Workers. In order to improve the economic position of the company by bringing wage rates into line with those paid by competitors, the workers agreed to forego a general wage increase and to continue instead a cost-of-living allowance clause from the previous contract. As of April 1, 1977, 82 cents from the cost-of-living allowance was folded into hourly wage rates. The settlement, which was achieved with the assistance of a provincial mediator, also included an additional paid holiday, and improvements in provisions governing paid vacations, health and welfare benefits, pensions, bereavement leave and tool allowances.

The International Association of Machinists (IAM) negotiated two one-year renewal agreements covering approximately 600 employees in two companies. A settlement at Mack Trucks Canada in Oakville provided a general wage increase of 40 cents per hour, plus an additional paid holiday and improved vacation pay and health and welfare benefits. A COLA clause, first granted in the 1974-76 agreement, was retained but declared inoperative for the duration of the Anti-Inflation Act. The second IAM settlement, at Glendale Corporation in Strathroy, included a general wage increase of 32 cents per hour, improved premium pay for drivers of floats and mobile homes, and a new injury pay provision.

Chemical Products Settlements. The Canadian Chemical Workers' Union (CCWU), formed in 1975 following a breakaway from the International Chemical Workers (ICW), concluded first agreements with Du Pont of Canada and Genstar Chemicals covering employees at their respective plants in Maitland. In both cases, the ICW was the previously certified bargaining agent and the earlier ICW agree-

ments were utilized as a base for commencement of negotiations. The Du Pont settlement, reached at the mediation stage, provided a two-step general wage increase of 10.5 per cent over the 21-month term of the contract. Additional improvements included increased premium payments and revised severance pay and paid holiday provisions. One of the major issues in dispute was the status of the new agreement in the event of amendments to, or removal of, wage controls. The parties agreed to allow renegotiation of wages and premium payments in the second year of the contract if a revised Anti-Inflation Act permits this. The settlement at Genstar Chemicals was also achieved with mediation assistance and included a general wage increase of 39 cents per hour, plus a COLA fold-in of 43 cents, in a one-year contract. Other changes included suspension of the previous cost-of-living clause, improvements in shift and overtime premiums, an additional paid holiday, and amendments to a number of other fringe benefit provisions.

Urban Transit Settlements. A one-year agreement, ratified in August by 6,800 Toronto Transit Commission employees, represented by Division 113 of the Amalgamated Transit Union, was the largest of the major urban transit contracts to be renewed in 1977. The settlement was reached in conciliation following resolution of a number of non-monetary items in dispute, including retention of the present work spread arrangements established by an arbitration award in 1974. The new contract provided a general wage increase of 6 per cent retroactive to July 1, 1977, and the existing cost-of-living formula was amended. Other improvements included revisions in health, welfare and pension benefits, increases in a number of allowances, and some changes in the procedure for a job evaluation plan. With the exception of the general wage increase and dental and pension plan improvements, other negotiated changes were held in abeyance pending AIB approval.

Earlier in 1977, one-year agreements covering transit employees in Hamilton, Kitchener, and London provided general wage increases in the 4.2 to 7.25 per cent range, with the Hamilton contract also containing a triggered COLA clause. A two-year agreement covering 200 employees of Sandwich, Windsor and Amherstburg Railway included provision for the re-opening of negotiations on wages and split-shift premiums in March 1978. However, in a July AIB ruling the proposed first year compensation increase, evaluated at 6.72 per cent, was reduced to the 6 per cent guideline figure.

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Mansfield-Denman General Company Ltd., Tire Division at Barrie - Local 536, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1977 to June 30, 1980, covering 620 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/77</u>	<u>July 1/78</u>	<u>July 1/79</u>
	COLA Fold-in	26¢		
	General Increases	30¢	24¢	20¢
	Skilled Trades Adjustments	10¢	10¢	
	Inequity Adjustments (various classifications)	5¢-10.6¢		
	Janitor	\$5.50 (\$4.87)	\$5.74	\$5.94
	Industrial Electrician	\$7.17 (\$6.51)	\$7.51	\$7.71

The general increases, while applicable to all hours worked, are "boxed" and not added to the job rates.

Cost of Living Allowance: 1¢ per 0.3 increase in the average Consumer Price Index (1971=100) over a 3-month period, based on the average CPI for April, May and June of each year - a total of 7 adjustments.

(Previously, quarterly adjustments of 1¢ per 0.45 rise in the average CPI over the appropriate base after an initial increase of 3.5% - 1961=100.)

Shift Premium: 0-15¢-30¢ (0-10¢-25¢).

Vacation Pay: Calculations to include any sick pay or weekly indemnity benefits received.

Health and Welfare: Life Insurance and A.D. & D. - Effective September 1, 1977, \$11,500 (\$9,500).

Dental Plan - Effective September 1, 1977, coverage is extended to include prosthetic and orthodontic services.

Dental plan coverage is extended to retirees.

Weekly Indemnity - \$155 (\$140) maximum per week. This increase was implemented January 1, 1977.

Eyeglasses - Effective September 1, 1977, \$70 (\$50) allowance every 2 years.

Pension Plan: Basic Benefit - Effective July 1, 1977, \$10.25 (\$9.25) per month per year of service; effective July 1, 1978, \$11; effective July 1, 1979, \$11.75.

Past Pensioners - Benefits are increased by \$1 per month per year of service.

Supplementary Benefit (Type A) - Effective July 1, 1977, \$9.50 (\$8) per month per year of service, to a maximum of 25 years; effective July 1, 1978, \$9.25; effective July 1, 1979, \$9.

Transition Survivor Income - Effective September 1, 1977, \$200 (\$175) maximum and \$150 (\$100) minimum per month.

Bridge Survivor Income - Effective September 1, 1977, \$200 (\$175) maximum and \$150 (\$100) minimum per month. Eligibility age for surviving spouse is lowered to 47 (50).

Supplemental Unemployment Benefit Plan: Employer Contribution - Varies by funding level - ranging from 2¢ at \$750 to 12¢ at \$150 (2¢ at \$750 to 10¢ at \$150).

Meal Allowance: \$1.75 (\$1.60).

Safety Boots: Employer pays 30% of the cost. (Previously, the employer guaranteed a minimum discount of \$6 per pair from the cost.)

TEXTILE

Armstrong Cork Industries Limited at Lindsay - Local 1381, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 1, 1977 to July 31, 1979, covering 224 employees, settled at the conciliation officer stage. Duration of negotiations - 2½ months.

Wages:	Effective	Aug. 1/77	Aug. 1/78
	Increases	29¢ for Groups A to I; 32¢ for Group K; 34¢ for Group L and 38¢ for Group M	wage reopener
	Group A (includes Assistant Utilityman)	\$4.55-\$4.65 (\$4.26-\$4.36)	
	Group L (includes Electrician)	\$5.93-\$6.03 (\$5.59-\$5.69)	

Maximum rates are reached upon completion of 45-working day probationary period.

Shift Premium: 0-14¢-17¢ (0-13¢-16¢).

Health and Welfare: Life Insurance - \$5,000 (\$4,000) coverage.

Weekly Indemnity Plan - Benefit is \$100 (\$75) per week, payable on a 1-8-26 basis.

KNITTING MILLS

Harvey Woods Ltd. (Hosiery and Underwear Divisions and Kroy Unshrinkable Wools Ltd.) at Toronto and Woodstock - Locals 717, 986 and 1300, Amalgamated Clothing and Textile Workers (AFL-CIO/CLC): Three 12-month renewal agreements effective from September 1, 1977 to August 31, 1978, covering a total of 530 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	6%
	Adjustment (various classifications including mechanics)	2%
	Warehouseperson	\$4.27 (\$4.03)
	Sewing Machine Mechanic (Grade A)	\$5.46 (\$5.06)
Holiday Pay:	Employees are required to work a minimum of 6 months (previously 40 days) before becoming eligible to receive holiday pay for any holidays occurring during that waiting period.	
Bereavement Leave:	Grandchild added for 1 day's paid leave. To be eligible, employees are now required to attend the funeral.	

CLOTHING

Toronto Sportswear Group (formerly, National Garment Manufacturers Association, Sportswear Division) and three other firms at Toronto - Local 253 United Garment Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/77</u>	<u>May 1/78</u>
	Increases	9% on gross earnings, with a minimum increase of 30¢ per hour	8% on gross earnings, with a minimum increase of 30¢ per hour
	Pieceworker	(Basic piecework rate, plus 97%, plus 50¢ per hour)	
	General Hand	\$3.20 (\$2.90)	\$3.46

Paid Holidays:	Yom Kippur is added for a total of 11 (10) days.
Paid Vacation:	3 weeks after 9 (10) years' service, 4 weeks after 18 (20) years and 5 weeks (new) after 25 years.
Health and Welfare:	<u>OHIP</u> - Employer pays 100% (new) of cost of premiums.

FURNITURE AND FIXTURE

Simmons Limited at Bramalea - Local 513, Electrical Workers (UE)* (CLC): A 12-month first agreement effective from April 1, 1977 to March 31, 1978, covering 235 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2½ months.

*In May, 1977, Electrical Workers (UE) replaced Labourers as bargaining agent.

Wages:	Effective	<u>Apr. 1/77</u>
	General Increase	44¢
	Skilled Trades Adjustment	14¢-81¢
	Group One (includes Sewing Machine Operator)	\$5.31 (\$4.87)
	Tool & Die Maker	\$7.33 (\$6.48)

*Previous rates reflect a 1975 wage reopener.

Shift Premium: 0-20¢-20¢ (0-10¢-10¢).

Lead Hand Premium: 72¢ (58¢) per hour.

Paid Holidays: 1 floating day is added for a total of 10 (9) days.

Paid Vacations: 3 weeks after 4 (7) years' service, 4 weeks after 10 (15) years, 5 weeks after 20 (25) years and 6 weeks (new) after 25 years.

Bereavement Leave: Mother-in-law and father-in-law are included in up to 3 days' paid leave for immediate family.

Health and Welfare: Weekly Indemnity Plan - Benefit is 66 2/3% of weekly earnings, to a maximum of \$147 per week. Payable on a 1-1-4-26 basis. (Previously, \$75 per week. Payable on a 1-8-13 basis.)

Meal Allowance (new): \$2.00 after 2 hours of overtime.

Safety Shoe Allowance (new): Up to \$20 per year.

Prescription Safety Glasses: Employer pays 100% (new) of cost of lenses.

Tool Allowance: Employer pays 100% (new) of cost of replacement tools for seniority employees.

PAPER AND ALLIED

Domtar Packaging Limited, Corrugated Containers Division at Etobicoke - Local 595 Canadian Paperworkers* (CLC): A 12-month first agreement effective from July 1, 1977 to June 30, 1978, covering 275 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

* In July, 1977, Canadian Paperworkers replaced International Chemical Workers as bargaining agent.

Wages:	Effective	<u>July 1/77</u>
	General Increase	49¢
	Grade No. 1 (includes Hand Partition Assembler)	\$5.67 (\$5.18)
	Grade No. 23 (includes Electrician)	\$8.46 (\$7.97)
Shift Premium:	0-16¢-23¢ (0-15¢-22¢).	
Sunday Overtime Pay:	Double time (time and one-half) after 8 consecutive hours worked.	
Paid Vacation:	3 weeks after 5 (6) years' service.	
Paid Lunch Period:	All employees subject to shift work (previously, regular shift workers only) receive a 20-minute paid lunch period. Subject to approval by the Anti-Inflation Board.	
Health and Welfare:	<u>Dental Plan</u> - Employer pays 60% (50%) of cost of premiums.	
Meal Allowance:	\$2.00 (\$1.50).	
Safety Shoe Allowance:	Maximum of \$15 (\$5) per year.	

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto - Local 10, Printing and Graphic Communications Union (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 203 employees, settled at the conciliation officer stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	46¢
	Letterpress Assistant Pressman	\$7.85 (\$7.39)
	First Pressman (on offset Press Four Colour, over 54" up to 63")	\$10.48 (\$10.02)
Night Shift Premium:	Effective May 1, 1977, 15% over day rate, to a maximum of 60¢ (55¢) per hour.	
Paid Vacation:	4 weeks after 12 (13) years' service and 5 weeks (new) after 25 years.	

Bereavement Leave: Up to 3 (previously, 1) days' paid leave in the event of the death of a mother-in-law or father-in-law.

Health and Welfare: Life Insurance - \$10,000 coverage continues unreduced to age 65 (new).

OHIP - Employer pays \$8.00 (\$5.50) per month for employees with no dependents and \$16.00 (\$11.00) per month for employees with dependents.

Safety Shoe Allowance (new): Employer provides necessary safety footwear to a maximum of \$28 per year.

Supplementary Unemployment Benefit Plan: Effective September 1, 1977, maximum benefit is \$70 (\$50) per week.

Training Fund (new): Employer contributes 25¢ per employee per week.

METAL FABRICATING

John T. Hepburn, Limited at Mississauga and Toronto - Local 3335, Steelworkers (AFL-CIO/CLC) (hourly - rated employees): A 12 - month renewal agreement effective from May 19, 1977 to May 18, 1978, covering 230 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Retroactive pay is 41¢ per hour worked since May 19, 1977.

Wages:	Effective	<u>Aug. 13/77</u>
	General Increase	41¢*
	Unskilled Labour	\$5.96 (\$5.55)
	Master Electrician	\$8.14 (\$7.73)

*Note: Increase is subject to approval by the Anti-Inflation Board.

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Health and Welfare: Employer pays all welfare premiums while employee is on compensation, for a period of 26 weeks (new).

Safety Shoe Allowance: \$2.00 (\$1.75) per month.

Stainless Steel Food Service Equipment Manufacturers Association of Ontario at Toronto - Local 30 (Stainless Steel Section), Sheet Metal Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 200 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/77</u>
	General Increase	6%
	General Labour	\$4.25-\$5.60 (\$4.01-\$5.28)
	Sheet Metal	\$8.03-\$9.01
	Journeyman	(\$7.58-\$8.50)
	Probationary period is 30 working days. Maximum rates reached on merit.	
Health and Welfare:	<u>OHIP</u> - Employer pays 100% (new) of increase in premium costs during the term of the previous agreement.	
Mileage Allowance:	20¢ (18¢) per mile plus an additional 5¢ per mile for each passenger.	

MACHINERY

Mathews Conveyor Company, Limited, a Subsidiary of Rexnord Inc. at Port Hope and Cobourg - Local 1805, Machinists (AFL-CIO/CLC) (hourly-rated employees): A 12-month renewal agreement effective from August 1, 1977 to July 31, 1978, covering 237 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Aug. 1/77</u>
	Increase	36¢-60¢
	Labour Grade 10 (includes Helper-General)	\$5.26-\$5.41 (\$4.90-\$5.05)
	Labour Grade 3 (includes Toolmaker)	\$6.90-\$7.10 (\$6.30-\$6.50)
	Probationary period is 40 working days. Maximum rates for Helper-General reached after three 3-month increases. Maximum rates for Toolmaker reached after four 3-month increases.	
Cost-of-Living Provision:	Operation is suspended during the term of the 1977-1978 agreement as it was in the previous agreement.	
Shift Premium:	0-27¢-27¢ (0-23¢-23¢).	
Premium Pay:	10¢ per hour for certified welders while welding on jobs requiring certification (new).	
Paid Vacation:	3 weeks after 5 (6) years' service.	
Health and Welfare:	<u>Life Insurance</u> - Effective October 1, 1977, \$15,000 (\$12,000) coverage under Optional Plan 1.	
	<u>A.D. and D.</u> - Effective October 1, 1977, \$7,500 (\$6,000) coverage under Optional Plan 1.	
	<u>Weekly Indemnity Plan</u> - Effective October 1, 1977, benefit is \$135 (\$120) per week under Optional Plan 1.	
	<u>Major Medical Plan</u> - No co-insurance after the \$15/\$30 deductible. (Previously, 80/20 co-insurance after the \$15/\$30 deductible.)	

Pension Plan: Service under previous pension plan, that is, from November 1, 1962 to August 1, 1969, is pensionable service (new).

Safety Shoe Allowance: Employer pays up to \$25 per year per employee for safety shoes. (Previously, \$15 of the cost of not more than one pair of safety shoes per employee per calendar year.)

TRANSPORTATION EQUIPMENT

Hawker Siddeley Canada Ltd. (Canadian Car Division) at Thunder Bay - Local 1075,
Auto Workers (CLC): A 33-month renewal agreement effective from April 1, 1977 to December 31, 1979, covering 950 employees, settled at the mediation stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 1/77</u>
	COLA Fold-in	82¢
	Labourer (Job rate)	\$7.25 (\$6.43)
	Tool & Die Maker (Maximum)	\$8.31 (\$7.49)

Automatic Progression: 25¢ after 60 working days and for those classifications with a minimum and a maximum job rate, a further 20¢ after an additional 30 working days. (Previously, 5¢ every 35 working days, to maximum.)

Probationary Period: 60 (40) working days.

Cost of Living Allowance: 1¢ for each .35 rise in the Consumer Price Index - 1971 (1961)=100 - above the CPI for May, 1977. Adjustments will be made upwards or downwards quarterly throughout the agreement, with any allowance generated treated as a float.

15¢ COLA adjustment effective May 9, 1977, accrued by the 1961=100 formula will remain floating.

Paid Holidays: Commencing in 1978, February 24 will be added for a total of 10 days.

Additional paid holidays arising from the Christmas shutdown period will continue as in the previous agreement.

Paid Vacation: 2 weeks after 1 year and 3 weeks after 5 years (unchanged),
4 weeks after 11 (15) years, 5 weeks after 17 (25) years,
6 weeks (new) after 23 years and 7 weeks (new) after 29 years.

Commencing at age 62, employees with 30 years' seniority receive one extra week each year until retirement (unchanged).

In the year an employee achieves 35 years' seniority, he will receive for that year only, one extra week (unchanged).

Health and Welfare: Life Insurance and A.D. & D. - Effective April 1, 1977, \$11,000 (\$10,000).

Sickness & Accident Insurance - Effective April 1, 1977, \$180 (\$160) per week for 52 weeks maximum.

Dental Plan - Effective April 1, 1977, coverage for the preventative care plan is to be based on the Ontario Dental Association 1977 (1975) fee schedule.

Pension Plan: Basic Benefit - For retirements commencing on or after January 1, 1979, \$9.50 (\$8.50) per month per year of service.

The current rate for present pensioners will also be increased by \$1.

Supplements (Special Early Retirements) - For retirements commencing on or after January 1, 1979, \$9.50 (\$8.50) per month per year of service for employees who have attained age 61 (62) and have 35 years of service or 96 (97) points and \$3 (\$2) for retirees who have attained age 61 with less than 35 years of service or 96 (97) points, payable until age 65. Basic benefit is unreduced for Special Early Retirements.

Early Retirement Reduction Factor - Effective January 1, 1979, 1/4% (1/2%) for each month between early retirement and normal retirement at age 65.

Survivor Option - Effective January 1, 1979, employees wishing to apply for survivorship option may do so 2 months (1 year) before retirement.

Disability Pension - No limit to maximum number of years of service credit (previously, 25 years).

Bereavement Leave: Effective April 1, 1978, extended to include the death of a brother-in-law and sister-in-law for up to 3 days' paid leave.

Tool Allowance: Upon satisfactory completion of the apprenticeship training program, \$350 (\$250) for tool and die apprentices, \$150 (\$125) for machine shop apprentices, \$100 for millwright apprentices (new) and \$75 for electrician apprentices (new).

Glendale Corporation at Strathroy - Local 2374, Machinists (AFL-CIO/CLC): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	32¢
	Group E (includes Sub-Assembly)	\$4.79-\$5.04 (\$4.47-\$4.72)
	Group A (includes Maintenance)	\$5.72 (\$5.40)

Previous rates reflect a roll-back in the 1976-1977 contract wage rates.

Probationary period is 60 working days. Maximum rate for Sub-Assembly is reached after increases at 60 and 120 working days.

Premium Pay: 13¢ (12¢) per mile for Drivers of Floats and Mobile Homes when driving.

Injury Pay (new): Employee receives pay for remainder of day on which injury occurs.

Mack Trucks Canada Limited, Oakville Assembly Plant - Lodge No. 2281 and District Lodge No. 717, Machinists (AFL-CIO/CLC): A 12-month renewal agreement effective from August 26, 1977 to August 25, 1978, covering 417 employees, settled at the conciliation officer stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Aug. 26/77</u>
	General Increase	40¢
	Material Handler	\$7.98-\$8.20 (\$7.58-\$7.80)
	Maintenance	\$8.55-\$8.77
	Electrician	(\$8.15-\$8.37)

Probationary period is 30 days worked. Maximum rates reached after increases at 30, 60 and 120 days worked.

Cost-of-Living Provision: Inoperative for the duration of the Anti-Inflation Act.

Paid Holidays: Heritage Day, if proclaimed, or the third Monday in February is added for a total of 14 (13) days.

Vacation Pay: All vacation pay percentages increase by 1% for employees with 1 year's seniority.

Health and Welfare: Weekly Indemnity Plan - Benefit is 66 2/3% of weekly earnings, to a maximum of \$160 weekly or the UIC maximum, whichever is greater. (Previously, benefit was 66 2/3% of weekly earnings, to the UIC maximum of \$147 weekly.)

Dental Plan - Blue Cross Riders 1, 2 and 3 are added.

North American Plastics Co., Limited at Wallaceburg - Local 251, Auto Workers (CLC): A 24-month renewal agreement effective from May 14, 1977 to May 13, 1979, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 14/77</u>	<u>May 14/78</u>
	COLA Fold-in	15¢	
	General Increases	25¢	25¢
	Classification Adjustments	\$.10-\$1.25	5¢-10¢
	Assembler	\$3.25-\$3.40 (\$2.75-\$2.90)	\$3.55-\$3.70
	Electrician "A"	\$6.75-\$6.90 (\$5.10-\$5.25)	\$7.00-\$7.15

Maximum rates are reached after probationary period of 90 working days.

Cost-of-Living Allowance: 1¢ per hour for each .4 change in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. (Previously, 5¢ per hour for each 2.5 change in the CPI, where 1971 equals 100. To be adjusted quarterly.)

Injury Pay (new): Employee receives pay for balance of shift on day of injury.

Health and Welfare: Weekly Indemnity Plan - Effective July 1, 1977, benefit is \$70 (\$60) per week. Effective May 1, 1978, \$75 per week. Effective May 1, 1979, \$90 per week.

NON-METALLIC MINERAL PRODUCTS

Norton Company, Electric Furnace Plant at Chippawa - Local 154, International Chemical Workers (AFL-CIO/CLC) (hourly-rated and piecework employees): A 12-month renewal agreement effective from May 21, 1977 to May 20, 1978, covering 300 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 21/77</u>
	General Increase	35¢
	Job Grade 2 (includes General Labour)	\$5.71 (\$5.36)
	Job Grade 12 (includes Electrician A)	\$7.01 (\$6.66)

Shift Premium: Effective date of signing, 0-20¢-25¢ (0-19¢-21¢).

Sunday Premium: Effective date of signing, 60¢ (50¢) per hour.

Health and Welfare: Life Insurance and A.D. & D. - Effective in September 1977, \$9,500 (\$7,500) coverage.

Long Term Disability Plan - Effective in September 1977, benefit is \$100 per week (previously, \$60, \$65 or \$70 per week, depending on wage group).

CHEMICAL AND CHEMICAL PRODUCTS

TCF of Canada Limited at Cornwall - Local 1332, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from July 3, 1977 to June 30, 1978, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>July 3/77</u>
	General Increase	43¢*
	COLA Fold-in	24¢
	Group 10 (includes Sorter/Wrapper)	\$5.355 (\$4.685)
	Group 9 (includes Electrician)	\$6.985 (\$6.315)

* Note: Increase is subject to approval by the Anti-Inflation Board. 35¢ is payable immediately.

Probationary Period: 45 (60) calendar days.

Cost-of-Living Allowance: Discontinued.

Court Witness Pay (new): Employer pays the difference between employee's regular salary and court witness fee.

Negotiation Pay: Employer pays union committee members for 6 (5) contract negotiation meetings in which no third party is involved.

Safety Shoe Allowance: \$20 per year for the purchase of one pair of safety shoes. (Previously, \$4 per pair, with a limit of 3 pairs per year.)

Du Pont of Canada Ltd. at Maitland - Local 28, Canadian Chemical Workers (Ind.): A 21-month first agreement effective from August 5, 1977 to April 30, 1979, covering 610 employees, settled at the mediation stage. Duration of negotiations - 7 months.

*Replaces Local 536 of the International Chemical Workers Union as bargaining agent.

Wages:	Effective	<u>Aug. 5/77</u>	<u>May 1/78</u>
General Increases		6%	4.5%
Labourer		\$5.78 (\$5.44)	\$6.05
Operator		\$7.46 (\$7.03)	\$7.80
Electrician 1st Class		\$7.66 (\$7.23)	\$8.00

Settlement Pay: Increases in wages and premium pay are retroactive to May 1, 1977 for employees continuously employed since that date.

Anti-Inflation Board Adjustment: Any increase in the Base Protection Factor for the third program year and/or any increase in the permissible rate of compensation due to amendments to the Anti-Inflation Act or Regulations will be reflected in appropriate adjustments to the wage rates and premiums.

If the Anti-Inflation Act is repealed or is amended in such a way as to permit higher increases than those negotiated for May 1, 1978, wages and premiums may be reopened by either party for negotiations.

Shift Premium: 0-21¢-29¢ (0-20¢-27¢). Effective May 1, 1978, 0-22¢-30¢.

12-Hour Shift Premium: 33¢ (31¢) per hour. Effective May 1, 1978, 35¢ per hour.

Sunday Premium: 83¢ (75¢) per hour. Effective May 1, 1978, 90¢ per hour.

Lead Hand and Instructor Premium: 32¢ (30¢) per hour. Effective May 1, 1978, 33¢ per hour.

Other Special Assignment Premiums: 16¢ (15¢) per hour. Effective May 1, 1978, 17¢ per hour. Assignments include T.E.L. continuous shift operations, high pressure cleaning, cement finishing and brick or block work.

Paid Holidays: If holidays occur during an employee's vacation, one such holiday may be deferred each year with holiday allowance received on rescheduling (new).

Severance Pay: 1 week's pay for each year of seniority up to 15 years and 2 weeks' pay for each year of seniority over 15, with maximum payment of 52 weeks (previously 1 week's pay for each year of seniority, with no maximum).

Meal Allowance: \$2.50 (\$2).

Genstar Chemicals Limited (formerly, Brockville Chemical Industries Limited) at Maitland - Local 33, Canadian Chemical Workers* (Ind.): A
12-month first agreement effective from June 21, 1977 to June 20, 1978, covering 200 employees, settled with mediation assistance. Duration of negotiations - 2½ months.

* In June, 1977, the Canadian Chemical Workers Union replaced the International Chemical Workers Union as bargaining agent.

Wages:	Effective	June 21/77
	COLA Fold-in	43¢
	General Increase	39¢
	Labourer	\$6.22 (\$5.40)
	Electrician - 1st Class	\$7.90 (\$7.08)

Cost-of-Living Provision: Suspended.

Shift Premium: 0 - 26¢ - 33¢ (0 - 24¢ - 31¢). 37¢ (35¢) per hour on the night shift for employees working a 12-hour shift.

Sunday Premium: 90¢ (80¢) per hour.

Overtime Pay: Effective August 12, 1977, a 12-hour shift worker required to work overtime could receive two (previously, one) double-time days per 4-week period.

Paid Holidays: If proclaimed a holiday, Heritage Day is added for a total of 12 (11) days.

Vacation Pay: To be the greater of a) 4%, 6% or 8% of gross earnings, depending upon years of service, for the period May to April, or b) employee's current hourly rate times number of weeks of entitlement. (Previously, current hourly rate times number of weeks of entitlement.)

Health and Welfare: Life Insurance and A.D. & D. - Effective September 1, 1977, \$15,000 (\$10,000) coverage.

Weekly Indemnity Plan - Effective September 1, 1977, maximum benefit is \$200 (\$190) per week.

Pension Plan: Effective August 12, 1977, past service benefits for the years 1962 to 1974 increase by \$25 per year of service.

Meal Allowance: Effective August 12, 1977, \$2.50 (\$2.25).

Safety Shoe Allowance: \$90 (\$60) per year.

MINES

Marmoraton Mining Company, a Division of Bethlehem Chile Iron Mines Company at Marmora and Picton - Local 4854, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from August 1, 1977 to July 31, 1980, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	May 1/77	Aug. 1/77	Feb. 1/78
	COLA	14¢		
	Fold-in			
	General Increases	20¢	20¢	10¢
	Additional Adjustments	.4-cent increase in job increments to 11.1¢ (10.7¢) between job classes		
	Job Class 1-2 (includes Labourer)	\$6.015 (\$5.675)	\$6.215	\$6.315
	Job Class 18 (includes Electrician)	\$7.791 (\$7.387)	\$7.991	\$8.091
	Effective	Aug. 1/78	Feb. 1/79	Aug. 1/79
	General Increases	10¢	10¢	10¢
	Additional Adjustments	.3-cent increase in job increments to 11.4¢ between job classes		
	Job Class 1-2 (includes Labourer)	\$6.415	\$6.515	\$6.615
	Job Class 18 (includes Electrician)	\$8.239	\$8.339	\$8.487

Previous rates reflect two cost-of-living adjustments made during the term of the previous agreement.

Cost-of-Living Allowance: In addition to the 14-cent COLA fold-in there is an add-on of 13 cents, payable only for hours actually worked and for reporting allowance, and included in the calculation of overtime premium.

1¢ per hour for each full .3 of a point change in the Consumer Price Index for Urban Wage Earners and Clerical Workers - United States - All Items, where 1967 equals 100. To be adjusted quarterly, with fold-ins in August of each year. (Formula is unchanged.)

Christmas Bonus: Effective August 1, 1977, 30¢ (10¢) per hour.

Paid Holidays: Effective in 1979, November 11 is added for a total of 11 (10) days.

Health and Welfare: Life Insurance - Effective August 1, 1979, \$10,600 (\$8,600) coverage.

Life Insurance for Retirees - Effective August 1, 1979, \$3,000 (\$2,150) coverage.

Weekly Indemnity Plan - Effective August 1, 1977, benefit is \$144 (\$124) per week. Effective August 1, 1978, \$156 per week. Effective August 1, 1979, \$167 per week. Benefit amounts are subject to adjustment.

Semi-Private Hospitalization for Retirees (new) - Effective August 1, 1978, employer pays 100% of cost of premiums.

Long-Term Disability Plan - Improvements are still being negotiated. Effective August 1, 1977, maximum duration of benefit payments is 104 (52) weeks.

Major Medical Plan - Effective August 1, 1979, vision care is included in Plan. Maximum benefit is \$20 every 24 months.

Dental Plan - Effective August 1, 1977, benefits are improved.

Pension Plan: Basic Benefit - Effective August 1, 1977, \$14.00 (\$12.50) per month per year of service. Effective August 1, 1979, \$15 per month per year of service.

Supplementary Benefit - Effective January 1, 1978, \$198 (\$152) per month over regular pension for an employee on 70/80 or permanent incapacity retirement. Payable only for any month for which the participant is eligible for regular pension but not for public pension.

Surviving Spouse's Benefit - Effective August 1, 1977, benefit increases by \$15 per month.

Early Retirement - Employees affected by plant shutdown or service breaks caused by extended layoff or a long-term disability and who are active workers as of January 1, 1978 and have 20 years' service may retire with full pension when their years of service and age total 65 (new).

Supplementary Unemployment Benefit Plan: Improvements are still being negotiated. Effective August 1, 1977, duration of benefit payments is 104 (52) weeks.

TRANSPORTATION

Toronto Transit Commission - Division 113, Amalgamated Transit Union (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 6,380 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

AIB Rollback/
Previous Agreement: The July 1, 1976 - June 30, 1977 agreement, which had provided for a 10% general wage increase, was limited by the Anti-Inflation Board to an 8% increase. The wage rates shown in brackets below reflect this adjustment.

AIB Holdback/
New Agreement: Except for the general wage increase and dental and pension improvements, all compensatory increases shown below will be held in abeyance pending review by the Anti-Inflation Board.

Wages:	Effective	<u>July 1/77</u>
	General Increase	6%
	Wage Group 2 (includes Labourer)	\$5.61-\$6.59 (\$5.29-\$6.22)
	Wage Group 6 (includes Driver)	\$6.25-\$7.54 (\$5.90-\$7.11)
	Wage Group 10 (includes Master Plumber)	\$7.30-\$8.59 (\$6.89-\$8.10)

Cost of Living Allowance: Using monthly calculations, for every 1% that the Consumer Price Index for Toronto (1971=100) exceeds 166 points, an allowance equal to 1% of an employee's basic hourly wage multiplied by the number of hours worked by him during the corresponding monthly period will be made as a lump sum payment at the conclusion of the agreement.

(The previous formula, which provided for a 1¢ adjustment for every 0.4 change in the Toronto CPI beyond 159.5, did not trigger.)

Health and Welfare: Dental Plan - Deductibles of \$25 for single and \$50 for family coverage are eliminated.

Comprehensive Medical Protection Plan - Drug coverage for members age 65 or over will be transferred from this plan to the Ontario Drug Benefit Plan.

Pension Plan: Basic Benefit - Employees who retired prior to January 1, 1971 with 25 or more years of service will have their benefits increased by \$10 per month.

Disability Pension - \$486.90 (\$450) per month payable to present and future employees retired on disability.

Safety Shoe Allowance: \$25 (\$14) per year for employees with at least 1 year of service who are required to wear safety shoes.

Moving Allowance: Gray Coach Lines will pay the transport company's fees for Resident Drivers relocating in a new city at the request of the employer.

Meal Allowance: \$2.29 (\$2.16) per meal in excess of one meal on regular routes and charter service trips; \$4.58 (\$4.32) per evening meal while on 48-hour charters.

Mileage Rate: Effective July 1, 1977, 27.6¢ (26.1¢) per mile for drivers operating a crew or scheduled run in excess of 219 miles or charters in excess of 300 miles.

Effective January 1, 1978, a 3-step mileage rate system will be introduced ranging from 23.3¢ to 27.7¢, depending on length of service.

Shortage Allowance: \$150 (\$100) maximum each year is made available to an expanded list of designated employees.

STORAGE

Consumers Distributing Company Limited at its Mississauga Distribution Centre and satellite warehouses - Local 419, Teamsters* (Ind.): A 24-month first agreement effective from March 1, 1977 to February 28, 1979, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

* In March, 1977, the Teamsters' Union replaced the Labourers' Union as bargaining agent.

Wages:	Effective	Mar. 1/77	Mar. 1/78
General Increases		8%*	6%*
General Labour		\$4.59-\$4.97 (\$4.25-\$4.60)	\$4.87-\$5.27
Maintenance (Qualified)		\$7.29-\$8.21 (\$6.75-\$7.60)	\$7.73-\$8.70

Probationary period is 3 months. Maximum rates reached after one 3-month increase. (Previously, maximum rates reached after one 3-month and one 6-month increase.)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Health and Welfare: Life Insurance - Effective August 28, 1977, \$5,000 coverage for employees. (Previously, coverage equalled annual salary to next higher multiple of \$1,000, if not already a multiple of \$1,000.)

OHIP - Effective August 28, 1977, employer pays \$16 (\$11) per month for single employees and \$32 (\$22) per month for married employees.

Major Medical Plan - Effective August 28, 1977, no deductibles. (Previously, deductible was \$25.)

Mileage Allowance: Effective March 1, 1977, 16.2¢ (14¢) per mile. Effective March 1, 1978, 17.2¢ per mile.

Tool Allowance (new): Effective March 1, 1977, \$50 per year for Maintenance (Qualified), Mechanic (Qualified) and Mechanic. Service requirement is 1 year.

ELECTRIC POWER, GAS AND WATER UTILITIES

Ontario Hydro (Richard L. Hearn G.S. Unit at Toronto and J. Clark Keith G.S. Unit at Windsor) - Locals 109 and 110, Canadian Operating Engineers (CCU): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 308 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages: All wage rates and percentage differentials on the CUOE Wage Schedule 46 will be equated with the comparative classification on the present OHEU Schedule 44 as applicable to Thunder Bay Generating Station.

Where no comparative classifications are shown on OHEU Schedule 44, the existing classifications and relativities on CUOE Wage Schedule 46 will remain in effect.

The rates and percentage differentials presently shown for Indentured Apprentices on Schedule 96 will replace the rates shown on Schedule 46, Grade 27, Steps 0 to 4. Wage Schedule 96 will be cancelled.

Effective	July 14/77
General Increase	8% on CUOE Wage Schedule 46, as revised*
Grade 30 (Shift Handyman)	\$6.76-\$7.60 (\$5.99-\$7.05)
Grade 13 (includes Electrician)	\$9.39 (\$8.69)
Grade 18 (Turbine Boiler Operator)	\$10.90 (\$10.09)

Probationary period is 3 months. Maximum rate for Shift Handyman reached after two 6-month increases.

*Note: Increase is subject to approval by the Anti-Inflation Board. 7.1% is payable immediately.

Cost-of-Living Provision: Suspended. Provision is operative only when a multi-year agreement is signed.

Shift Premium 0-27¢-32¢ (0-22¢-27¢).

Paid Holidays: In addition to 10 statutory holidays, employees with 20 weeks' continuous service are entitled to two floating days, for a total of 12 days. (Previously, in addition to 10 statutory holidays, regular employees were entitled to one floating day, for a total of 11 days.)

Paid Vacation: 4 weeks after 10 (12) years' service and 6 weeks (new) after 30 years.

Paid Leave: When a selection interview is scheduled outside an employee's normal working hours, the employee receives straight time for each hour spent in interviewing or travelling, up to a maximum of a normal day's basic pay for each day involved (new).

Health and Welfare: Major Medical Plan - Coverage is improved to cover payment for prescription glasses, up to a maximum of \$60 per person per 12-month period. Payment for prescribed hearing aids, up to \$300 in total per person, is also added. These improvements are not subject to normal deductibles.

Dental Plan - Plan is improved to include services equivalent to those offered by Blue Cross Riders No. 1 and No. 3. Payments are based on the 1977 (1975) Ontario Dental Association fee schedule.

Safety Shoes and Boots: Employer pays 50% of actual cost, to a maximum of \$30 (\$20) per pair. Limit of two pairs per employee per 12-month period.

Retgression Policy: Subject to ratification by the Director of Health and Safety Division, employees 55 (60) years old or more shall, if subject to retrogression, have their rate frozen.

WHOLESALE TRADE

National Grocers Company Limited at Hamilton, Kitchener, London, Orillia, Oshawa and Peterborough - Local 414, Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (Branch warehouse operations): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 4½ months.

Wages:	Effective	May 1/77	May 1/78
	General Increases	45¢ *	45¢ *
	Warehouseman	\$7.50 (\$7.05)	\$7.95
	Maintenance Mechanic	\$7.80 (\$7.35)	\$8.25

Health and Welfare: Life Insurance and A.D. and D. - Effective September 1, 1977, \$10,000 (\$7,500) coverage.

Life Insurance for Retirees (new) - Effective September 1, 1977, \$1,000 coverage. Employer pays 100% of cost of premiums.

Weekly Indemnity Plan - Effective September 1, 1977, maximum payment is \$200 (\$150) per week. Effective May 1, 1978, benefits are paid on a 1-1-4-26 (previously, 1-4-26) basis.

Long-Term Disability Plan - Effective September 1, 1977, maximum payment is \$700 (\$640) per month from all sources to age 65.

Premium Payment - Effective September 1, 1977, while an employee is in receipt of weekly indemnity or long-term disability insurance benefits the employer will pay the premium costs for his OHIP, Drug Plan, Dental Plan and Group Life Insurance coverage (new).

Pension Plan: Basic Benefit - \$10.50 (\$9.50) per month per year of continuous service after May 1, 1977.

Survivor Income Benefit (new) - Effective September 1, 1977, a surviving spouse is entitled to 50% of the deceased member's monthly pension benefits for life, or 100% of same for a period not exceeding 5 years from the date of the member's death, as the surviving spouse may elect.

Safety Shoe
Allowance:

Effective May 1, 1978, employer purchases one pair per employee per year, to a maximum cost of \$40 (\$35) per pair.

* Note: Any deferment or roll-back of any monetary item or part of this settlement by the Anti-Inflation Board shall be applied to rates of pay and not to improvements in group benefits.

National Grocers Company Limited, various locations - Locals 91, 419, 879 and 880, Teamsters (Ind.) (Warehouse, Transport Division, Ontario Food Terminal and Cash and Carry Operations): A 24-month renewal agreement effective from April 1, 1977 to March 31, 1979, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/77</u>	<u>Apr. 1/78</u>
General Increases		45¢*	45¢*
Warehouseman		\$7.45 (\$7.00)	\$7.90
Truck Mechanic		\$8.10 (\$7.65)	\$8.55

For the other monetary changes in this settlement see National Grocers' settlement with the Retail, Wholesale and Department Store Union reported above.

* Note: Any deferment or roll-back of any monetary item or part of this settlement by the Anti-Inflation Board shall be applied to rates of pay and not to improvements in group benefits.

Zehrs Markets at Guelph - Diamond "Z" Association (Ind.): A 24-month renewal agreement effective from January 2, 1977 to December 30, 1978, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 11½ months.

Wages:	Effective	<u>Jan. 2/77</u>	<u>Jan. 2/78</u>
Increases		7.2%, on the average	6%
COLA Fold-in		32¢	
Cashier-Wrapper- Service Clerk		\$3.57-\$5.55 (\$3.20-\$4.50)	\$3.78-\$5.88
Meat Cutter		\$4.52-\$6.62 (\$4.10-\$5.50)	\$4.79-\$7.01

Probationary period is 30 worked days (previously, 90 calendar days). Maximum rates are reached after ten (previously, eight) 3-month increases.

Cost-of-Living Provision: Discontinued.

Hours of Work: 43 (46) hours per week for salaried employees and Produce and Meat Managers. Unchanged, at 40 hours per week, for other employees.

Part-time employees work a maximum of 28 (30) hours per week.

Night Shift Premium: Effective August 15, 1977, 40¢ (30¢) per hour. Night Crew Chief receives 60¢ (45¢) per hour over his clerk rate.

Night Shopping Premium: Effective August 15, 1977, 60¢ per hour on the first night of evening work and \$1.50 per hour on the second night of such work in a week. \$1.50 per hour for all evening work on a Saturday. (Previously, time and one-quarter for all evening work.)

Premium Pay: Effective August 15, 1977, flat \$10 (previously, 1 hour's pay) per refrigeration or heating check on a non-working day.

Temporary Transfer: 25¢ (15¢) per hour for relieving the Assistant Store Manager, Produce Manager, Meat Manager or Office Clerk and 40¢ (new) per hour for relieving the Store Manager, after 1 day in the applicable classification.

Overtime Pay: Effective August 15, 1977, time and one-half after 8 hours daily. (Previously, time and one-quarter after 40 hours weekly and time and one-half after 44 hours.)

Effective August 15, 1977, double time (previously, time and one-half) for full-time employees working overtime on Sundays or statutory holidays.

Paid Holidays: Heritage Day is added, if proclaimed a holiday, for a total of 10 (9) days.

Paid Vacation: 3 weeks after 6 (7) years' service and 4 weeks after 12 (15) years.

Sick Leave: Qualifying period is 6 months (previously, 3 years) of continuous employment.

Benefit payments cover the first 3 days of any absence due to illness, to a maximum of 6 (3) days per calendar year.

Benefit payment is 50% of basic daily pay, except for employees with 7 years of continuous service to whom 75% is paid. (Previously, 50% of basic daily pay for all employees.)

Health and Welfare: Weekly Indemnity Plan - Benefit is 66 2/3% of weekly earnings, to a maximum of \$147 (\$123) per week.

Major Medical Plan - \$25/\$50 (\$50/\$100) deductibles. No co-insurance (previously, 80/20 co-insurance).

Dental Plan (new) - Employer pays 50% of cost of premiums for plan with \$25/\$50 deductibles and no co-insurance.

RETAIL TRADE

Thunder Bay Grocery Stores- Local 409, Retail Clerks (AFL-CIO/CLC): An 8½-month renewal agreement effective from August 18, 1977 to April 30, 1978, covering 476 employees, settled with mediation assistance in the case of Dominion and Economart and with mediation assistance during a work stoppage in the case of Canada Safeway. Duration of negotiations - 4 months.

Wages: Effective August 18, 1977 and retroactive to November 1, 1976, all full-time employees on top rates and all part-time employees receive a wage increase of 10¢ per hour. This increase applies only to Dominion and Canada Safeway Stores employees who were on the payroll as of August 18, 1977.

General wage increase of August 22, 1977 is fully retroactive to May 1, 1977 for employees who were on the payroll as of August 18, 1977. Pending Anti-Inflation Board approval, 25¢ on top rates and 12¢ on scales will be withheld from retroactive pay.

Effective

Aug. 22/77

Increase 65¢ per hour on top rates;
35¢ per hour on scales*

Additional Full-time Cutters and Bakers
Adjustments on scales advance one step in
their wage ranges

Clerk "A" \$4.36-\$6.65
(except Economart) (\$4.01-\$5.90)

Cutter (except \$5.10-\$8.10
Economart) (\$4.75-\$7.35)

Probationary period is 30 calendar days. Maximum rate for Clerk "A" is reached after two 3-month and three 6-month increases. Maximum rate for Cutter is reached after four 6-month and one 12-month increases.

*Note: Increase is subject to approval by the Anti-Inflation Board. 40¢ on top rates and 23¢ on scales is payable immediately.

Night Shift 50¢ (40¢) per hour, subject to Anti-Inflation Board approval.
Premium:

Night Shopping 50¢ per hour for each half hour (previously, hour) worked
Premium: after 6 p.m..

Premium Pay: Part-time employees on top rate of Clerk "A" or "B" classifications are not entitled to 15-cent premium for part-time employees working in excess of 24 straight-time hours per week (new).

90¢ (75¢) per hour for relief Store Managers, subject to Anti-Inflation Board approval.

Temporary Employees temporarily transferred to the positions of Store
Transfer: Manager, Assistant Store Manager or Grocery, Meat, Produce, General Merchandise or Bakery Manager receive premium pay after 1 day (previously, 2 consecutive days) in such a position.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories) at Chalk River and Deep River - Local 404, Office Employees (AFL-CIO/CLC) (administrative, clerical and medical classifications and Laboratory Attendants): A 12-month renewal agreement effective from August 1, 1977 to July 31, 1978, covering 283 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Aug. 1/77</u>
	Increase	5.5%, on the average
	Range AC 1	\$7,035 - \$8,505
	(Office Assistant)	(\$6,650 - \$8,050)
	Range AC 8	\$17,310 - \$19,305
	(includes Purchasing Agent)	(\$16,400 - \$18,300)

Probationary period is 90 working days. Salary scale is a combined service and merit increase system.

Shift Premium: 0 - \$1.70 - \$2.25 (0 - \$1.55 - \$2.05).

Sunday Premium: \$6.40 (\$6.00) per shift.

Health and Welfare: OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays \$15.50 (\$11.00) per month for single coverage and \$30.75 (\$22.00) per month for family coverage.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Air Traffic Control (CLC): A 12-month extension to the collective agreement that expired December 31, 1976 to include the period from January 1, 1977 to December 31, 1977, covering 2,165 employees, settled by government legislation after a work stoppage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increases:	
	Levels 1-5	7.5%
	Levels 6-8	7.3%
	<u>Annual Rates</u>	
	AI-1	\$12,227-\$15,785 (\$11,374-\$14,684)
	AI-4	\$18,756-\$24,232 (\$17,447-\$22,541)

Jan. 1/77

AI-5	\$21,559-\$27,668 (\$20,055-\$25,738)
AI-8	\$26,824-\$32,478 (\$24,999-\$30,268)

NOTE: The rates of pay shown above may be varied by an arbitrator in any manner that does not increase the aggregate compensation, provided the employee organization notifies the Secretary of the Public Service Staff Relations Board by August 20, 1977 if it wishes to have any of the rates of pay reconsidered.

Health and
Welfare:

Sick Leave - Effective August 10, 1977, an employee released from employment under Section 31 of the Public Service Employment Act for incapacity by reason of ill health may exhaust his accumulated sick leave credits prior to his release (new).

Government of Canada (Treasury Board) - Local 2228, Electrical Workers (IBEW) (AFL-CIO/CLC) (electronics group): An 8 1/2-month renewal agreement effective from August 26, 1977 to May 14, 1978, with wages retroactive to May 16, 1977, covering 2,980 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 16/77</u>
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General Increase	8.43%
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Annual Rates

EL-1	\$11,819-\$13,336 (\$10,900-\$12,299)
EL-4	\$16,181-\$18,288 (\$14,923-\$16,866)
EL-9	\$25,565-\$28,609 (\$23,577-\$26,385)

Shift Premium: 0-\$2.00-\$2.50 (0-\$1.75-\$2.25) per shift.

Weekend
Premium (new): 20¢ per hour.

Standby Pay: \$4 (\$3.50) for each 8-hour period or portion thereof.

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years and 5 weeks after 27 (28) years.

Sea Duty
Allowance: \$3.25 (\$3) per night at sea.

Adoption Leave
(new): Maximum of 2 days' paid leave.

Government of Canada (Treasury Board) - Merchant Service Guild (CLC) (ships' officers): A 5-1/2-month renewal agreement effective from September 1, 1977 to February 19, 1978, with wages retroactive to February 21, 1977, covering 1,305 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages: Effective Feb. 21/77

Annual Increases:

Marine Operations
Sub-Group

Eastern Based Officers

Levels 1-5 inclusive	\$ 844
Level 6	\$1,000
Levels 7-8	\$ 950
Levels 9-10	\$1,000
Levels 11-12	\$1,250

Western Based Officers

Levels 1-5 inclusive	\$ 844
Level 6	\$1,000
Levels 7-8	\$1,000
Levels 9-10	\$1,100
Levels 11-12	\$1,350

Floating Plant
Sub-Group

Eastern Based Officers

Levels 1-4 inclusive	\$ 844
Levels 5-7 inclusive	\$ 950

Western Based Officers

Levels 1-4 inclusive	\$ 844
Levels 5-7 inclusive	\$1,000

Radio Sub-Group

Eastern Based Officers \$ 950

Western Based Officers \$1,000

Instructor Sub-Group

Level 1	\$1,000
Level 2	\$1,250

Annual Rates

Marine Operations
Sub-Group

Eastern Based Officers

SO-MAO-1	\$12,542
	(\$11,698)

Feb. 21/77

SO-MAO-6	\$17,530
	(\$16,530)

SO-MAO-12	\$27,077
	(\$25,827)

Western Based Officers

SO-MAO-1	\$13,320
	(\$12,476)

SO-MAO-6	\$18,174
	(\$17,174)

SO-MAO-12	\$27,952
	(\$26,602)

Paid Vacation: Effective April 1, 1977, 2 weeks after 1 year of service, 3 weeks after 2 years (both unchanged), 4 weeks after 13 (15) years and 5 weeks after 27 (28) years.

Diving Duty \$360 (\$325).
Allowance:

Marine
Disaster: \$1,000 (\$800) maximum reimbursement for loss of clothing or personal effects.

Meals and Quarters: Effective June 1, 1977, \$65 (\$55) per month.

Overtime Meal \$3 (\$2.50) for the first overtime meal and \$2.15 (\$1.75) Allowance: for an additional meal 4 hours after the first.

Government of Canada (Treasury Board) - Professional Association of Foreign

Service Officers (Ind.): A 19-month renewal agreement effective from August 10, 1977 to March 18, 1979, with wages retroactive to March 21, 1977, covering 980 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Mar. 21/77 Mar. 20/78

Average Increase	7.14%	
General Increase		5.95%, to a maximum of \$2,400 per annum

Annual Rates

Foreign Service	\$15,945-\$21,991	\$16,895-\$23,299
Officer 1	(\$14,975-\$20,691)	

Foreign Service	\$31,792-\$42,406	\$33,684-\$44,806
Officer 3	(\$29,892-\$40,206)	

Paid Vacation: Effective August 10, 1977, 3 weeks after 1 year of service (unchanged), 4 weeks after 14 (15) years and 5 weeks after 27 (28) years. Effective April 1, 1978, 4 weeks after 13 years.

Government of Canada (Treasury Board) - Professional Institute (Ind.) (computer systems administration group): A 7-month renewal agreement effective from August 22, 1977 (the date of the arbitral award) to March 19, 1978, with wages retroactive to March 21, 1977. The agreement covers 2,040 employees and was settled at the arbitration stage. Duration of negotiations - 8 months.

Wages: Effective Mar. 21/77

Increases:

Level 1	9%
Levels 2-5 inclusive	\$1,200 per annum

Annual Rates

CS-1	\$9,842-\$18,288 (\$9,029-\$16,778)
CS-3	\$22,078-\$25,929 (\$20,878-\$24,729)
CS-5	\$29,240-\$36,093 (\$28,040-\$34,893)

The following items will be effective the date of signing of the new agreement:

Shift Premium: 0-20¢-28¢ (0-20¢-25¢).

Overtime Pay: On a normal work day - time and one-half for each overtime hour worked (previously, straight time for the first hour worked beyond the normal daily hours and time and one-half thereafter).

Reporting Pay: On a day of rest or a designated paid holiday - minimum of 4 (3) hours' pay at the hourly rate of pay.

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years and 5 weeks after 27 (28) years.

Travelling Pay: Hourly compensation at the applicable overtime rate (previously 1/2 the straight-time rate), to a maximum of 8 (3 3/4) hours at the straight-time rate.

Bereavement Leave: Foster-parent added to definition of "immediate family" for up to 4 days' paid leave.

Grandchild added for 1 day's paid leave.

Meal Allowance: \$3 (\$2) after 3 hours of overtime.

National Research Council of Canada - Employees' Association (Ind.) (clerical and regulatory group): A 12-month renewal agreement effective from December 27, 1976 to December 25, 1977, covering 326 employees, settled at the bargaining stage. Duration of negotiations - 8½ months.

Wages:	Effective	<u>Dec. 27/76</u>
	General Increase	6.7%
	CR - Level 2	\$8,454-\$9,228 (\$7,920-\$8,646)
	CR - Level 7	\$16,165-\$17,701 (\$15,147-\$16,587)
	Maximum rates reached after three annual increases based on merit.	
Paid Vacations:	4 weeks after 13 (15) years' service and 5 weeks after 27 (28) years.	
Acting Pay:	Qualifying period is 5 consecutive working days for CR Levels 1, 2 and 3 and 10 consecutive working days for remaining Levels. (Previously, 10 consecutive working days for all Levels.)	
Overtime Meal Allowance:	\$3.00 (\$2.25) after 3 hours or more of overtime plus \$2.15 (new) for each additional 4 hours of overtime worked.	
Transportation Allowance:	No daily maximum. (Previously, maximum was \$5 each way daily.)	

National Research Council of Canada - Professional Institute (Ind.)
(professional and scientific category) (research officers and research council officers): A 12-month renewal agreement effective from June 27, 1977 to June 25, 1978, covering 850 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 27/77</u>
	Average Increase	8%
	<u>Annual Rates</u>	
	Junior Research Officer/Research Council Officer I	\$12,500-\$16,500 (\$11,115-\$15,115)
	Associate Research Officer/Research Council Officer 3	\$24,535-\$29,875 (\$22,555-\$27,475)
	Principal Research Officer/Research Council Officer 5	\$37,650-\$40,600 (\$34,355-\$38,200)
Overtime Pay:	<u>Work on a day of rest or a designated holiday</u> - an employee, when away from his headquarters area, will receive compensatory leave or pay on the basis of 1 hour at the straight-time rate for each hour worked, with the form of compensation at the discretion of the Council (previously one-half day for each half day worked).	

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years and 5 weeks after 26 years (unchanged).

Principal Research Officer, Senior Research Officer and Research Council Officers 4 and 5 continue to receive 4 weeks' vacation after 1 year.

Flying Allowance (new): \$45 per month provided the employee completes minimum 15 hours in-flight work in experimental aircraft every 3 months.

Field Survey Allowance (new): \$175 for each 30-day calendar period provided:

- (a) work is performed in periods of not less than 7 consecutive calendar days, and
- (b) the employee completes a minimum of 30 calendar days in the field within a period of 165 consecutive days.

Travelling Allowance (new): Employees required to travel on weekends and on designated paid holidays will receive 1 hour's leave for each hour spent in travel to a maximum of 7 1/2 hours per day and with a minimum compensation of 2 hours.

LOCAL ADMINISTRATION

Brantford City Corporation (City Hall Unit, Works Unit, Parks, Cemeteries and Recreation Unit and Civic Centre Unit) - Local 181, Canadian Union of Public Employees (CLC): Four 12-month renewal agreements effective from January 1, 1977 to December 31, 1977, covering 217 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	6%
	Grade 2 (includes First Class Labourer)	\$5.43 (\$5.12)
	Grade 10 (Mechanic)	\$6.82 (\$6.43)
	Level J (Chief Draftsman)	\$14,554-\$15,860 (\$13,730-\$14,962)

Probationary period is 45 worked days within any 4-month period. Maximum rate for Chief Draftsman is reached after one 3-month, one 9-month and one 12-month increase.

Paid Vacation: 6 weeks after 29 (30) years' service.

Health and Welfare: Dental Plan - Effective as soon as possible following ratification, benefits are to include denture relining and repair.

Car Allowance (City Hall): Casual Drivers - \$3.70 (\$3.50) per day for the first 20 miles of driving. 20¢ (18¢) per mile thereafter for travel within the city limits and 16¢ (15¢) per mile outside the city limits.

Regular Drivers - \$4.25 (\$4.00) per day for the first 20 miles of driving. 20¢ (18¢) per mile thereafter for travel within the city limits and 16¢ (15¢) per mile outside the city limits.

Employer pays the added cost of business insurance, to a maximum of \$50 (\$47).

Safety Shoe
Allowance (new):

Up to \$30 per year for hourly-rated units.

This settlement is subject to approval by the Anti-Inflation Board.

Durham Regional Board of Commissioners of Police - Durham Regional Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 329 employees, settled at the arbitration stage. Duration of negotiations - 6½ months.

Wages:	Effective	Jan. 1/77
	Increase	7.2%, on the average
	Constable - 4th Class	\$14,000 (\$13,872)
	Constable - 1st Class	\$18,800 (\$17,172)
	Staff Superintendent	\$30,000 (\$29,806)
Court Pay:	Minimum of 4½ (4) hours' pay at straight time for each morning, afternoon and evening appearance.	
Health and Welfare:	<u>Extended Health Care Plan</u> - Vision care benefits added, to a maximum payment of \$40 per two-year period.	
Clothing Allowance:	\$450 (\$425) per year for detectives and plainclothes officers.	
Travel Allowance:	\$25 (\$20) per week for attendance at required courses.	

Waterloo Regional Board of Commissioners of Police - Waterloo Regional Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 432 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/77
	General Increase	8%
	Constable-3rd Class	\$15,047 (\$13,932)
	Constable-1st Class	\$18,790 (\$17,400)
	Staff Inspector	\$26,950 (\$24,960)

Bereavement Leave: 1 day's paid leave (new) for death of brother-in-law, sister-in-law or grandparent.

Health and Welfare: Dental Plan - Payments are based on the 1977 (1975) Ontario Dental Association fee schedule.

Pension Plan: Optional wartime service is added to pensionable service.

Clothing Allowance: \$459 (\$425) per year for members of the plainclothes division.

Footwear Allowance: \$54 (\$50) per year for members of the plainclothes division.

Meal Allowance: Up to \$2.97 (\$2.75) for a mid-day lunch and up to \$4.32 (\$4.00) for an evening dinner.

Windsor City - Local 543, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 530 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 11 months.

Wages: Effective Jan. 1/77

General Increase 2.75%

Annual Rates

Junior Clerk (Group VII)	\$8,302-\$9,576 (\$8,079-\$9,319)
Analyst Programmer (Group IAA)	\$17,628-\$18,606 (\$17,156-\$18,108)

Hours of work remain unchanged at 1,755 hours per year or 33 3/4 hours per week.

Cost of Living Allowance: 1¢ per 0.375 change in the Consumer Price Index - 1971=100, adjusted quarterly (equivalent to the previous formula of 1¢ per 0.5 change in the CPI - 1961=100).

27¢ COLA generated during the previous agreement and all new COLA generated in 1977 will be paid as a "float" throughout this agreement.

Health and Welfare: Life Insurance - Coverage is 150% (100%) of annual earnings.

Dental Plan - Coverage under the existing basic plan will now include repairs to and maintenance of dentures.

Mileage Allowance: 25¢ per mile. (Previously, 20¢ per mile for the first 5,000 miles and 15¢ per mile thereafter for employees whose job description requires use of own automobile; 17¢ per mile for employees requested to use their own automobile.)

CONSTRUCTION

Interior Systems Contractors Association, province-wide - Local 1891, Painters (AFL-CIO/CLC): A 32-month renewal agreement effective from August 22, to April 30, 1980, covering 400 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Nov. 1/78</u>	<u>May 1/79</u>	<u>Nov. 1/79</u>
	General Increases	10¢	60¢	60¢
	Journeyman	\$11.10 (\$11.00)	\$11.70	\$12.30
Health and Welfare:	Effective August 22, 1977, employer contributes 60¢ (40¢) per hour worked.			
Pension Plan (new):	Effective January 1, 1978, employer contributes 20¢ per hour.			

Mechanical Contractors Association of Windsor - Local 552, Plumbers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 325 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/77</u>
	General Increase	70¢
	Journeyman Plumber	\$11.38 (\$10.68)
Health and Welfare:	Employer contributes 48¢ (38¢) per hour.	

Ontario Painting Contractors Association - Various Locals, Painters (AFL-CIO/CLC) (commercial and industrial construction): A renewal agreement effective from June 27, 1977 in the Toronto area, August 22, 1977 in the London area and July 28, 1977 in all other areas of the province. The agreement, which covers 2,500 employees, was settled with mediation assistance during a work stoppage and will expire April 30, 1978. Duration of negotiations - 3½ months.

Wages:	Effective	<u>June 27/77</u> <u>July 28/77</u> <u>Aug. 22/77</u>
	General Increase	55¢
	Journeyman Painter (Ottawa, Local 200)	\$8.70 (\$8.15)
	Journeyman Painter (Hamilton, Local 205)	\$10.20 (\$ 9.65)

Health and Welfare: Effective September 1, 1977, employer contribution is 60¢ (50¢) per hour.

Toronto Construction Association, General Contractors Section - Local 506, Labourers (AFL-CIO/CLC): A 12-month renewal agreement effective from August 1, 1977 to July 31, 1978, covering 3,500 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 1/77</u>
	General Increase	54¢
	Labourer	\$9.57 (\$9.03)
Pension Plan:	Employer contribution is 40¢ (30¢) per hour.	
Travelling Allowance:	Work in Zone 2, \$4 (\$3).	

Windsor Electrical Contractors Association - Local 773, Electrical Workers (IBEW AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 215 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 4/77</u>	<u>Nov. 1/77</u>	<u>Jan. 1/78</u>
	Increases	54¢ for Essex County, 56¢ for Kent County	18¢ for Kent County	18¢ for Essex County, 45¢ for Kent County
	<u>Journeyman Electrician</u>			
	Essex County	\$11.14 (\$10.60)		\$11.32
	Kent County	\$10.84 (\$10.28)	\$11.02	\$11.47

Hours of Work: Effective March 1, 1978, 36 (40) hours per week.

Addendum

May 1977 Settlement

CONSTRUCTION

Pipe Line Contractors Association of Canada - Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 1,000 Ontario employees, settled at the bargaining stage and ratified in May, 1977. Duration of negotiations - 4 months.

Wages:	Effective	May 1/77	May 1/78
	Increases (Ontario)	50¢ on Mainline Pipelines; 45¢-50¢ on Distribution Systems	55¢ on Mainline Pipelines; 50¢-55¢ on Distribution Systems
	<u>Mainline Pipelines - Ontario</u>		
	General Laborer	\$8.20 (\$7.70)	\$8.75
	Specialized Laborer	\$9.20 (\$8.70)	\$9.75
	<u>Distribution Systems - Ontario</u>		
	General Laborer	\$7.80 (\$7.30)	\$8.30
	Specialized Laborer	\$8.75 (\$8.30)	\$9.25
Reporting Pay:	3 (2) hours' pay at applicable rate when no work is provided.		
Health and Welfare:	Effective May 1, 1977, Ontario employers contribute 15¢ (10¢) per hour.		
Pension Plan:	Effective May 1, 1977, Ontario employers contribute 40¢ (30¢) per hour.		
Industry Fund:	Effective July 1, 1977, employers contribute 4¢ (1¢) per hour to the Pipeline Industry Promotion Fund.		
Subsistence Allowance:	Effective May 1, 1977, \$22.50 (\$17.50) per calendar day. Effective November 1, 1977, \$25 per calendar day.		
Travel Allowance:	20¢ (15¢) per mile.		
Fire Insurance:	Employers insure personal effects against fire on jobs where camps are provided, to a maximum of \$600 (\$400).		

June 1977 Settlements

FURNITURE AND FIXTURE

Kroehler Mfg. Co., Limited at Montreal, Quebec and Stratford, Ontario - Locals 199 and 402, Upholsterers (AFL-CIO/CLC) (production and maintenance employees): A 12-month renewal agreement effective from June 20, 1977 to June 28, 1978, covering 342 employees, settled at the bargaining stage and ratified in June, 1977. Duration of negotiations - ½ month.

Wages: Effective June 20/77
Increase 30¢ for Piece Workers;
35¢ for Hourly-Rated Workers

Non-Incentive Rates

General	\$4.10-\$4.20
Labour	(\$3.75-\$3.85)
Upholstering	\$5.82-\$6.02
Sample Maker	(\$5.47-\$5.67)

Probationary period is 2 months. Maximum rates reached on merit and generally within 6 months.

Bereavement Leave: 3 (2) days' paid leave for death in immediate family. Grand-parents are included in immediate family.

Mileage Rate: 14.5¢ (13.5¢) per mile for Over-the-Road Truck Drivers.

Safety Shoe Allowance: \$15 per pair, where required. (Previously 50% of cost, to a maximum of \$10 per pair.)

RETAIL TRADE

Thunder Bay Auto Dealers Association at Thunder Bay - Local 1120, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1977 to February 28, 1979, covering 200 employees, settled at the conciliation officer stage and ratified in June, 1977. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/77</u>	<u>Sept. 1/77</u>
	COLA Fold-in	34¢	
	Increases	0¢-39¢	5¢-21¢
	General Helper	\$4.74-\$5.68 (\$4.38-\$5.25)	\$4.85-\$5.81
	Journeyman Mechanic	\$9.48 (\$8.75)	\$9.69
	Effective	<u>Mar. 1/78</u>	<u>Sept. 1/78</u>
	Increases	8¢-20¢	9¢-20¢
	General Helper	\$4.95-\$5.93	\$5.05-\$6.05
	Journeyman Mechanic	\$9.89	\$10.09

Probationary period is 3 months. Maximum rates for General Helper are reached after one 6-month increase.

Cost-of-Living Provision: Suspended.

Holiday Pay: Employee has the option of a day off with pay or a day's pay in lieu of holidays falling during his vacation period. (Previously compensation was a day's pay.)

Health and Welfare: Premium Payment - Employer pays all welfare premiums for an employee drawing disability pay but not on Workmen's Compensation, for a period equal to the length of the employee's service with the Company, to a maximum of 52 weeks (new).

Weekly Indemnity Plan - Effective September 1, 1977, maximum benefit is \$190 (\$170) per week. Effective March 1, 1978, \$210 per week.

Dental Plan - Effective September 1, 1977, payments are based on the 1976 (1975) Ontario Dental Association fee schedule.

Training Allowance (new): Apprentices required to attend training school receive \$50 per week of such training provided they work for the Company for two years following the date of their graduation.

July 1977 Settlements

FOOD AND BEVERAGE

Labatt's Limited (London Brewery) at London - Local 1, National Brewery Workers Union (CLC): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 460 employees, settled at the bargaining stage and ratified in July, 1977. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	\$1.00*
	Bottlers, Operating Machines	\$8.02 (\$7.02)
	Maintenance Mechanic A	\$9.46 (\$8.46)

*Note: Increase is subject to approval by the Anti-Inflation Board.

Cost-of-Living Allowance: Float of 43¢ increased to 63¢ effective April 1, 1977. Clause is suspended in current agreement.

Pension Plan: \$12 (\$9) per month per year of service after January 1, 1974. \$14 per month per year of credited service up to December 31, 1973.

Early Retirement - \$10 per month per year of credited service up to 30 years for employees retiring at age 60 with 30 years of credited service.

RETAIL TRADE

Loblaws Limited - Canadian Retail Employees (CLC) (warehouse and advertising employees in Ontario and office employees at Mississauga): A 24-month renewal agreement effective from July 16, 1977 to July 15, 1979, covering 394 employees, settled at the conciliation officer stage and ratified in July, 1977. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 17/77</u>	<u>July 16/78</u>
COLA		30¢	
Fold-in			
Increases		32¢-\$1.20 for full-time empls.; 40¢ for part-time empls.	27¢-55¢ for full-time empls.; 40¢ for part-time empls.
Additional Adjustments		Advertising Department - Shop Co-ordinator added, some classification restructuring	

Warehouse and Divisional Department

Warehouse General	\$6.09-\$8.06 (\$5.47-\$7.11)	\$6.36-\$8.61
Receiver-Checker	\$8.21 (\$7.26)	\$8.76

Probationary period is 30 worked days. Maximum rates for Warehouse General are reached after four 3-month increases.

Advertising and Duplicating Departments

Bindery Operator "B"	\$4.43-\$6.12 (\$3.81-\$5.17)	\$4.70-\$6.67
Advertising Clerk	\$4.60-\$6.12 (\$3.98-\$5.17)	\$4.87-\$6.67
Offset	\$6.02-\$8.54 (\$5.40-\$7.59)	\$6.29-\$9.09

Probationary period is 30 worked days. Maximum rates for Bindery Operator "B" and Advertising Clerk are reached after two 6-month increases. Maximum rates for Offset are reached after three 6-month increases.

Applicable Office Department

Order Clerk	\$4.32-\$5.83 (\$3.40-\$4.33)	\$4.59-\$6.38
Inventory Control Clerk	\$5.32-\$6.99 (\$4.40-\$5.49)	\$5.59-\$7.54

Probationary period is 30 worked days. Maximum rates reached after four 3-month increases.

Cost-of-Living Allowance: Effective July 10, 1977, 1¢ per hour for each .5 increase or decrease in the Consumer Price Index, where 1961 equals 100. To be adjusted quarterly with May 1977 (previously, May 1975) as base. Capped at 15¢ per contract year. CPI must escalate beyond the Anti-Inflation Board projections in each of the 2 years of the Agreement for the provision to be effective (new).

Christmas Bonus: Three-quarters of a week's pay for employees with 9 months' service as of December 15th. (Previously, 1 week's pay for all full-time employees with 1 year's continuous service or one-half week's pay for same with 6 months' continuous service.)

Crown Witness Pay (new): Employer pays difference between regular wages and witness fee.

Mileage Allowance: 18¢ (15¢) per mile. Minimum reimbursement is \$2.00 (\$1.50).

Safety Shoe Allowance: \$30, including tax (previously, \$17.50, including tax) per employee for one pair of safety shoes per year.

Warehouse and Divisional Department - An additional \$30 to certain classifications for a second pair of safety shoes per year.

Job Protection (new): Warehouse and Divisional Department - In the event of the closing of a department, the employer will notify the Union 60 days in advance and retrain affected employees. Affected employees will be paid not less than their rate at the time of the change, for the duration of the Agreement.

All monetary items in this settlement are subject to approval by the Anti-Inflation Board.

EDUCATION AND RELATED SERVICES

Sudbury Board of Education - Local 895, Canadian Union of Public Employees (CLC)
(custodial, maintenance, construction and transportation employees): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 415 employees, settled at the bargaining stage and ratified in July, 1977. Duration of negotiations - 2 months.

Wages:	Effective	July 1/77
	General Increase	5.8%
	Cleaning Helper	\$3.98
	Elementary & Secondary	(\$3.76)
	Custodian	\$5.33-\$5.82* (\$5.04-\$5.50)
	Group "B" (includes Electrician)	\$8.08 (\$7.64)

Probationary period is 80 days worked if hired in June, July or August and 65 days worked if hired during the remainder of the year. (Previously, 80 days worked, irregardless of when hired.) Maximum rate for Custodian is reached after three 1-year increases.

Additional Certificates Premium:	Maintenance Mechanics receive a premium of 19¢ (18¢) per hour for additional certificates, where required.
Custodian Premium*:	\$.60 to \$1.02 (\$.57 to \$.96) per hour for Elementary Custodians.
Shift Premium:	0-20¢-24¢ (0-19¢-23¢) for Maintenance and Custodial Departments' employees.
Spray Painting Premium:	21¢ (20¢) per hour for Helpers.
Sunday Premium:	26¢ (25¢) per hour.
Call-back on Paid Holidays (new):	Minimum of 3 hours at time and one-half if called out during normal hours of work. Minimum of 3 hours at double time if called out outside normal hours of work.
Bereavement Leave:	Son-in-law and daughter-in-law included in up to 5 days' paid leave for immediate family.
Health and Welfare:	<u>Major Medical Plan</u> - Effective January 1, 1978, Plan is improved to include eyeglass coverage. Maximum benefit is \$60 every two years. <u>Dental Plan</u> - Effective July 1, 1977, payments are based on the 1976 (1975) Ontario Dental Association fee schedule. Effective January 1, 1978, Rider #1 is added to basic plan and fee schedule is updated to 1977.
Mileage Allowance:	Maintenance Department - \$1.17 per day plus 21¢ per mile. (Previously, \$1.00 per day plus 18¢ per mile.) Other Departments - 21¢ (18¢) per mile.
Tool Allowance (new):	\$20 per year to maintenance employees and \$75 per year to Motor Mechanic for the purchase of replacement tools. This agreement is subject to approval by the Anti-Inflation Board.

CONSTRUCTION

Pipe Line Contractors Association of Canada - Various Locals, Teamsters (Ind.):
A 24-month renewal agreement effective from May 1, 1977 to April 30, 1979, covering 200 Ontario employees, settled at the bargaining stage and ratified in July, 1977. Duration of negotiations - 6 months.

Wages:	Effective	May 1/77	May 1/78
Increases (Ontario only)		83¢ for Mainline empls.; 62¢ to 83¢ for Distri- bution empl.*	70¢ for Mainline empls.; 51¢ to 67¢ for Distri- bution empl.

May 1/77

May 1/78

Mainline Employees - Ontario

Pickups, Pilot	\$8.88	\$9.58
Car or Truck	(\$8.05)	
Lowbed Driver	\$10.38	\$11.08
	(\$ 9.55)	

Distribution Employees - Ontario

Flat Beds	\$8.42	\$8.93
	(\$7.80)	
Lowbeds	\$9.28	\$9.95
	(\$8.45)	

*Note: The Anti-Inflation Board has disallowed the May 1, 1977 negotiated wage increases. Instead, Mainline employees are to receive 62¢ per hour and Distribution employees are to receive 47¢ to 51¢ per hour. The May 1, 1978 increases remain as negotiated.

Health and
Welfare:

Employer contribution is 50¢ (45¢) per hour.

Mileage
Allowance:

20¢ (15¢) per mile on Mainline Pipeline jobs.

Subsistence
Allowance:

Effective May 1, 1977, \$22.50 (\$17.50) per calendar day on Mainline Pipeline jobs. Effective November 1, 1977, \$25 per calendar day.

Anti-Inflation Board Rulings in August 1977

Employer and Union	Reference	Action
air Canada, system-wide and Machinists (AFL-CIO/CLC) (Maintenance Branch, Customer Service Branch and Purchasing and Facilities Branch empls.)	Apr. 77, p. 215	Disallowed
endix Home Systems Ltd., Hensall and Carpenters (AFL-CIO/CLC)	Jan. 77, p. 10	Disallowed
enson & Hedges (Canada) Ltd., Brampton and Tobacco Workers (AFL-CIO/CLC)	July 76, p. 381	Disallowed
anadian General Electric Co. Ltd., Cobourg, Oakville, Peterborough and Toronto, Ont. and Montreal and St. Andre, Que. and Electrical Workers (IUE) (AFL-CIO/CLC)	Mar. 77, p. 134	Allowed
ertified Automotive Products (Central) Ltd., Toronto and Steelworkers (AFL-CIO/CLC)	Nov. 76, p. 657	Disallowed
empster's Bread, Div. of Corporate Foods Ltd., Toronto and Teamsters (Ind.)	Mar. 77, p. 118	Disallowed
overnment of Canada (Treasury Board) and Professional Institute (Ind.) (physical sciences group)	June 77, p. 409	Allowed
amilton Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CLC)	Mar. 77, p. 144	Disallowed
ayes-Dana Ltd., St. Catharines and Thorold and Auto Workers (CLC)	June 77, p. 371	Allowed
terior Systems Contractors Assn., province-wide and Lathers (AFL-CIO/CLC)	May 77, p. 306	Allowed
elsey-Hayes Canada Ltd., Windsor and Auto Workers (CLC)	Feb. 77, p. 61	Allowed
ancia-Bravo Foods, Toronto and Foodworkers (AFL-CIO/CLC)	Apr. 77, p. 193	Allowed
cGraw-Edison of Canada Ltd., Cambridge and Electrical Workers (IUE) (AFL-CIO/CLC)	Apr. 77, p. 210	Allowed
orfolk Board of Education and Ont. Secondary School Teachers' Fed. (OTF)	May 77, p. 288	Allowed
shaw City Corp. (Public Works Maintenance Div., Parks and Property Depts. and Civic Auditorium Complex and Arenas) and Canadian Union of Public Employees (CLC)	May 77, p. 302	Disallowed
atons & Baldwins (Canada) Ltd., Toronto and Clothing and Textile Workers Union (AFL-CIO/CLC)	June 77, p. 359	Allowed
ilkington Brothers (Canada) Ltd., Scarborough and Glass and Ceramic Workers (AFL-CIO/CLC)	June 77, p. 378	Allowed
ipeline Contractors Assn. of Canada and Teamsters (Ind.)	Aug. 77, p. 554	Disallowed

Anti-Inflation Board Rulings in August 1977 (Cont'd)

Employer and Union	Reference	Action
Reinforcing Steel Institute of Ontario and The Labour Relations Bureau of the Ontario General Contractors Assn. and Structural Iron Workers (AFL-CIO/CLC) (rodmen)	May 77, p. 313	Allowed
Rowntree Mackintosh Canada Ltd., Toronto and Retail, Wholesale Union (AFL-CIO/CLC)	June 77, p. 352	Allowed
Shell Canada Ltd. (Sarnia Refinery), Corunna and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Apr. 77, p. 213	Disallowed
TRW Canada Ltd. (Thompson Products Div.), St. Catharines and Thompson Products Employees' Assn. (Ind.)	May 77, p. 276	Disallowed
University of Guelph and Canadian Union of Public Employees (CLC) (trades, services and maintenance empls.)	May 77, p. 295	Allowed
Westinghouse Canada Ltd., Hamilton and Electrical Workers (UE) (CLC) (production empls.)	May 77, p. 280	Allowed

Negotiations in Progress during August 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage
P Parts of Canada Ltd., Toronto	Auto Workers (CLC)	375	WS
American Motors (Canada) Ltd., Brampton	Auto Workers (CLC)	1,125	CO
Atomic Energy of Canada Ltd., Chalk River and Deep River**	Atomic Energy Allied Council (various AFL-CIO/CLC unions)	870	CB
Atomic Energy of Canada Ltd., Commercial Products Div., Ottawa**	CLC-Directly Chartered	240	B
Atomic Energy of Canada Ltd., Nuclear Laboratories, Chalk River**	CLC-Directly Chartered	430	B
Atomic Energy of Canada Ltd., Sheridan Park**	Public Service Alliance (CLC) (draftsmen)	210	B
Belleville General Hospital	Ont. Nurses' Assn. (Ind.)	276	CO
Endix Automotive of Canada Ltd., Windsor	Auto Workers (CLC)	610	WS
Endix Heavy Vehicle Systems Ltd., London	Auto Workers (CLC)	450	B
Estview Holdings Ltd., several locations	Christian Labour Assn. (Ind.)	250	ARB
Front County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	580	MED
Front County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	400	B
Joseph Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	CO
Kittler Metal Products Co. Ltd., Cambridge	Auto Workers (CLC)	425	B
Kildwell Linen Mills Ltd., Matilda	United Textile Workers (AFL-CIO/CLC)	300	B
Leambridge Towel Mills Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	220	B
Maple Cycle and Motor Company Ltd., Weston	Auto Workers (CLC) (production and warehouse empls.)	500	B
Maple Wire and Cable Ltd., Leaside	Electrical Workers (UE) (CLC)	555	B
Maple Coleman Co. Ltd., Toronto	CLC-Directly Chartered	450	B
Maple Standards Assn., Toronto	CUPE (CLC)	290	B
Maple University, Ottawa	Carleton University Academic Staff Assn. (Ind.) (university professors)	640	B

See page 570 for definition of codes.

Federal jurisdiction

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Carleton University, Ottawa	Carleton University Support Staff Assn. (Ind.) (clerical, computer and accounting empls.)	650	CO
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Ottawa, Toronto and Windsor	Cdn. Brewery Workers (CLC)	900	B
Columbus McKinnon Ltd., St. Catharines	Auto Workers (CLC)	200	B
Computing Devices Co., Div. of Control Data Canada Ltd., Nepean	Employees' Assn. (Ind.) (salaried empls.)	250	B
Consumers Glass Co. Ltd., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	670	WS
Decor Metal Products, Midland	Auto Workers (CLC)	500	B
Domglas Ltd., Wallaceburg	Glass and Ceramic Workers (AFL-CIO/CLC)	750	CO
Dominion Road Machinery Co. Ltd., Goderich	Machinists (AFL-CIO/CLC)	850	B
Douglas Aircraft Co. of Canada Ltd., Mississauga	Auto Workers (CLC)	1,450	B
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,290	B
Durham Regional Municipality	CUPE (CLC)	315	CO
Eddy Forest Products Ltd. (Wood Products Div.), Nairn Twp.	Carpenters (AFL-CIO/CLC)	200	CO
Electrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/CLC)	315	B
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC)	900	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	MED
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	465	MED
Essex International, Dunnville	Auto Workers (CLC)	402	MED/V
Fleet Industries (Div. of Ronyx Corp. Ltd.), Fort Erie	Machinists (AFL-CIO/CLC)	330	CO
Frankel Structural Steel Ltd., Toronto	Structural Iron Workers (AFL-CIO/CLC)	200	MED/V
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	550	B
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	500	B

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	212	MED
FWG (Eastern) Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	423	B
Gates Rubber of Canada Ltd., Brantford	Rubber Workers (AFL-CIO/CLC)	350	MED/WS
Glendale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	340	MED/WS
Globe & Mail Ltd., Toronto	Newspaper Guild (AFL-CIO/CLC)	400	B
Goodrich, B.F., Canada Ltd. (Tire Products Plant), Kitchener	Rubber Workers (AFL-CIO/CLC)	730	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	ARB
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	204	B
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	360	B
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,370	B
Hamilton Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,135	B
Hamilton City	Fire Fighters (AFL-CIO/CLC)	410	ARB
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	735	CO
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	1,100	B
Hammond Manufacturing Co. Ltd., Guelph and Puslinch Twp.	Employees' Assn. (Ind.)	705	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200	CO
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	362	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	263	B
Heeprite Products Ltd., Brantford	Employees' Assn. (Ind.)	325	B

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	600	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	450	ARB
Kodak Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	MED
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	635	B
Lakehead District Roman Catho- lic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	339	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	MED
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	270	B
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	545	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	345	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	975	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	770	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	450	B
London Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,300	B
London Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,090	B
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	450	B
Massey-Ferguson Industries Ltd., Brantford and Toronto	Auto Workers (CLC)	4,600	PCB
McGregor Hosiery Mills Ltd., Toronto	Cdn. Textile and Chemical Union (CCU)	250	CO
McKellar General Hospital, Thunder Bay	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	ARB

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	375	F
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	260	MED
Alpha Milrod Metal Products Ltd., Mississauga	Auto Workers (CLC)	200	CO
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	241	B
Mississauga City Corp., Transit Dept.	Transit Union (AFL-CIO/CLC)	230	CO
Motor Transport Industrial Relations Bureau of Ontario, system-wide**	Teamsters (Ind.)	6,800	B
Niagara Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	246	B
National Auto Radiator Mfg. Co. Ltd., Windsor	Auto Workers (CLC)	320	MED/WS
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (operational category, supervisory and non-supervisory)	289	B
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	700	B
National Steel Corp. of Canada, Capreol and Parry Sound	Steelworkers (AFL-CIO/CLC)	200	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	B
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	300	B
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	442	MED
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	435	B
Noranda Mines Ltd. (Geco Div., mine and plant), Manitouwadge	Cdn. Base Metal Workers (CNTU)	500	CO
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	CO
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	515	CO
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees' Union (Ind.) (academic staff, librarians and counsellors)	6,155	B

*Federal jurisdiction

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg't Stage
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	3,500	B
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government	OPSEU (Ind.) (general administration category)	4,760	B
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3,500	B
Ontario Government	OPSEU (Ind.) (technical services category)	5,290	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	670	ARB
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	800	ARB
Ontario Jockey Club (Standard-bred Div.), province-wide	Service Empls. (AFL-CIO/CLC)	300	B
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Empls. (AFL-CIO/CLC)	450	B
Ontario Liquor Control Board and Ontario Liquor Licence Board, province-wide	Liquor Control Board of Ont. and Liquor Licence Board of Ont. Employees' Assn. (Ind.)	3,500	MED
Ontario Painting Contractors Assn. (Residential Section)	Painters (AFL-CIO/CLC)	350	MED
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO
Ottawa City	Ottawa Police Assn. (Ind.)	680	B
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	ARB
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	925	CO
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	ARB
Outboard Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC)	1,400	B
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	480	CO
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,350	B
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	385	CO

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
erley Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	238	CO
erth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	370	B
erth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	300	B
eterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	342	CO
eterborough-Victoria-Northum- berland & Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	290	MED
rescott-Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	385	MED
rovincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	MED
ueensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	316	ARB
eed Decorative Products Ltd., Toronto	Cdn. Paperworkers (CLC)	300	MED
enfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	396	B
enfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435	F
enfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	350	MED
verside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	ARB
ockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	265	CO
oyal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.)	234	CO
. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	CO
. Joseph Religious Hospi- tallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	ARB
. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	CO
. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	375	CO
. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	ARB
. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	610	PCB

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	ARB
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	ARB
Sault Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	420	B
Scarborough Borough	Fire Fighters (AFL-CIO/CLC)	370	ARB
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.)	560	CO
Scarborough Public Utilities Commission, Hydro, Water and Gas Div.	Electrical Workers (IBEW) (AFL-CIO/CLC)	240	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,250	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	900	B
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	281	B
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	300	B
Somerville Industries Ltd., London	Cdn. Chemical Workers (Ind.)	218	B
Spar Aerospace Products Ltd., Toronto	Auto Workers (CLC)	480	PCB
Standard Products (Canada) Ltd., Stratford	National Council of Canadian Labour (Ind.)	250	B
Stormont, Dundas and Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	385	B
Stormont, Dundas and Glengarry Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	550	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	CO
Sunnybrook Food Markets (Keele) Ltd., province-wide	National Council of Canadian Labour (Ind.)	275	B
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	PCB
Sutton Place Hotel, Toronto	Hotel Empls. (AFL-CIO/CLC)	240	B
TAS Communications Services, Toronto	Communications Workers of Canada (CLC)	277	PCB

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	700	CO
Ontario Construction Assn. (General Contractors Section)	Carpenters (AFL-CIO/CLC)	4,200	B
Ontario and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	300	CO
Ontario East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	550	PCB
Ontario Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	4,000	MED/WS
Ontario General Hospital	Ont. Nurses' Assn. (Ind.)	840	PCB
Ontario Metropolitan School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	11,275	MED
Ontario Metropolitan School Board	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	9,055	MED
Ontario Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	615	CO
Ontario Metropolitan Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	386	CO
Ontario Star Ltd., Mailing Room	Printing and Graphic Communications (AFL-CIO/CLC)	250	B
Ontario Western Hospital	Ont. Nurses' Assn. (Ind.)	585	PCB
University of Toronto Governing Council	Graduate Assistants Assn. (Ind.)	2,000	B
University of Toronto (Libraries)	CUPE (CLC)	400	CO
University of Windsor (Maintenance Dept.)	CUPE (CLC)	225	B
US Services Ltd., province-wide	Teamsters (Ind.)	200	B
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time empls.)	470	ARB
Wabasso Ltd., Dunnville and Welland	Clothing and Textile Workers (AFL-CIO/CLC)	500	B
Wabasso Ltd. (Empire Div.), Welland	United Textile Workers (AFL-CIO/CLC)	550	B
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	400	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	580	MED

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	510	B
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	250	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	560	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	413	F
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	MED
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	B
Windsor City (Public Works and Parks and Recreation Depts.)	CUPE (CLC) (service and maintenance empls.)	400	CO
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	CO
Windsor Raceway Holdings Ltd.	Service Empls. (AFL-CIO/CLC)	230	B
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	760	MED
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	220	CO
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	B
York County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300	MED
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,300	MED
York County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	910	MED
York University, Toronto	Graduate Assistants Assn. (Ind.)	1,000	CO
York University, Toronto	York University Faculty Assn. (Ind.)	1,040	B(R)
York University, Toronto	York University Staff Assn.	1,040	CO

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
<u>More Than One Province</u>			
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,700	CB
Bell Canada, Quebec and Ontario**	Canadian Telephone Employees (Ind.) (clerical and associated empls.)	15,220	B
Bell Canada, Quebec and Ontario**	Canadian Telephone Employees (Ind.) (communications sales empls.)	580	B
CP Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
CP Air, system-wide**	Air Line Pilots (Ind.)	600	B
CP Air, system-wide**	Machinists (AFL-CIO/CLC)	1,730	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (AFL-CIO/CLC)	2,645	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,200	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,490	ARB
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	16,700	MED
Government of Canada (Treasury Board)**	Postal Officials (Ind.) (postal supervisors)	3,890	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal opera- tions group, non-supervisory)	19,280	B
Government of Canada (Treasury Board)**	Postmasters (Ind.) (revenue postal operations group)	8,210	B
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (architecture and town planning group)	360	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (biological sciences group)	765	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,465	MED
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,205	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	CO

**Federal jurisdiction

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (correctional group, supervisory and non-supervisory)	3,605	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,060	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,935	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,610	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	4,155	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,080	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,970	CO
National Research Council, Canada-wide**	Research Council Employees' Assn. (technical empls.)	1,050	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (office empls., extension div. and farm service centres)	700	B
Tele-Direct Ltd., Quebec and Ontario	Canadian Telephone Employees (Ind.) (clerical and associated empls.)	710	B

Negotiations in Progress during August 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
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Definitions of Codes for Negotiation Stages

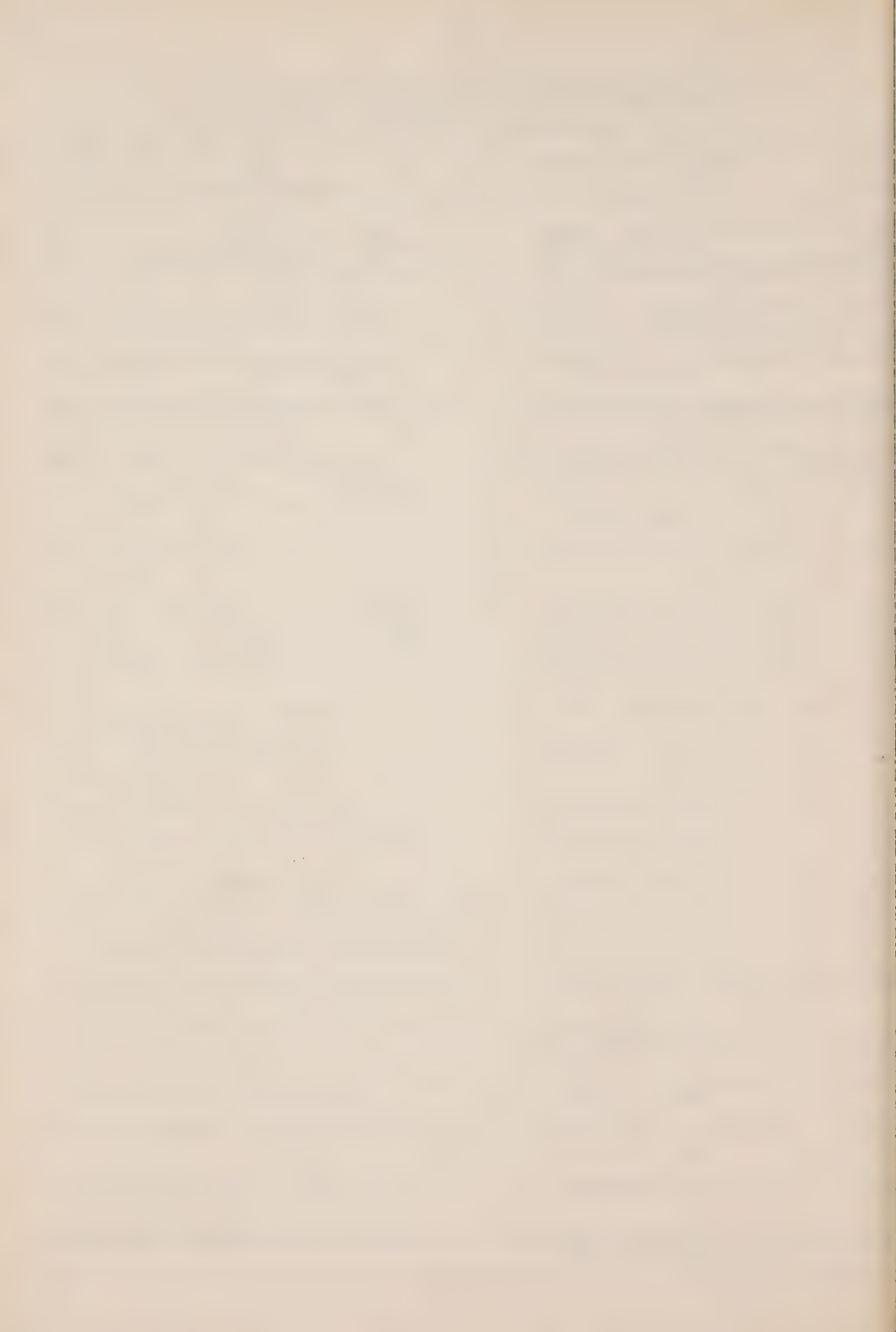
B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in September 1977

Employer and Location	Union	No. of Emps.
American Motors (Canada) Ltd., Brampton	Auto Workers (CLC)	1,12
Canada Wire & Cable Ltd. (Leaside Plant), East York	Electrical Workers (UE) (CLC)	55
Canadian Coleman Co. Ltd., Toronto	CLC - Directly Chartered	45
Canadian Pittsburgh Industries Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/CLC)	35
Consumers Gas Co. (Distribution and Treasury Divs.), Various Locations	Intl. Chemical Workers (AFL-CIO/CLC)	69
Electrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/CLC)	31
Electrohome Ltd., Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC)	90
Fleet Industries (Div. of Ronyx Corp. Ltd.), Fort Erie	Machinists (AFL-CIO/CLC)	33
Galt Metal Industries Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	35
Goodrich, B. F., Canada Ltd., Kitchener	Rubber Workers (AFL-CIO/CLC)	73
GWG (Eastern) Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	42
Hamilton City Board of Education (Cleaning Staff)	Public Employees (CUPE) (CLC)	27
Hammond Manufacturing Co. Ltd., Guelph and Puslinch Twp.	Employees' Assn. (Ind.)	70
Keeprite Products Ltd., Brantford	Independent Union	32
Massey-Ferguson Industries Ltd., Brantford and Toronto	Auto Workers (CLC)	4,60
Motor Transport Industrial Relations Bureau of Ontario (Freight), Province-wide	Teamsters (Ind.)	6,80
Motor Transport Industrial Relations Bureau of Ontario (Maintenance), Province-wide	Teamsters (Ind.)	1,05
National Defence, Communications Security Establishment (Officers), Ottawa	Public Service Alliance (CLC)	30
Ontario Government (Administrative Services), Province-wide	OPSEU (Ind.) (classified public servants)	4,76
Ontario Government (Scientific and Profes- sional Services), Province-wide	OPSEU (Ind.) (classified public servants)	3,50
Ontario Government (Technical Services), Province-wide	OPSEU (Ind.) (classified public servants)	5,29
Outboard Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC)	1,40
Oxford Pendaflex Canada Ltd., Toronto	Printing and Graphic Commu- nications (AFL-CIO/CLC)	225

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in September 1977 (Cont'd)

Employer and Location	Union	No. of Empls.
Spar Aerospace Products Ltd., Toronto	Auto Workers (CLC)	358
Sunnybrook Food Markets (Keele) Ltd. (part-time empls.), Province-wide	Natl. Council of Canadian Labour (Ind.)	275
Treasury Board of Canada (Drafting and Illustration Group), Province-wide	Public Service Alliance (CLC)	1,330
Wabasso Ltd. (Camtex Div.), Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	325
Westinghouse Canada Ltd. (3 Plants and Service Shop), Hamilton	Electrical Workers (UE) (CLC)	508
York University (York and Glendon Campus), Toronto	York University Staff Assn. (Ind.)	1,040



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COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
September 1977



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1977, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in September 1977 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in September 1977. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in October 1977.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

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Highlights

Construction Settlements. Between June and September, 30 major construction agreements were renewed, bringing to 78 the number of major contracts concluded during the current round of negotiations [see the May 1977 issue of this report for discussion of the earlier settlements]. Of the 30 settlements, 9 were reached in direct bargaining, 14 were resolved either at the conciliation, post-conciliation or mediation stage, and the remaining 7 involved work stoppages ranging in duration from one to twelve weeks. In general, the settlements continued to fall within the limits established by the anti-inflation guidelines, with wage increases of 5-7 per cent. In the cases which involved work stoppages, major issues in dispute included a reduced work week, retroactive pay, and travel allowances, as well as wage demands. Settlements were eventually achieved with the assistance of provincially appointed mediators.

A 3-month strike of 4,000 electricians against 390 member firms of the Electrical Contractors Association of Toronto began on June 27 following failure of the parties to reach agreement on a union proposal for a 30-hour, four-day work week designed to provide jobs for unemployed members. A settlement was finally reached with the assistance of a mediator following intervention by the Ontario Ministry of Labour, and the strikers, members of Local 353 of the International Brotherhood of Electrical Workers, returned to work on September 6, pending the result of a mail ballot ordered by the international office of the union. Effective from the date of work resumption, the 12-month agreement provided a wage increase of 73 cents per hour for electricians in the industrial sector, and 57 cents in two stages for those working on residential housing projects. It also included increases in employer contributions to the welfare plan, improved travelling allowances, and introduction of a new education and training fund. The central issue in dispute was resolved through the introduction of a work sharing program calling for the banking of hours by employed electricians over an 18-week period, with limits of 550 hours worked in the industrial sector or 610 hours for residential projects, to apply once the unemployment rate within the trade reached a specified level.

A reduced work week was also a major issue in separate strikes involving 215 electricians employed by members of the Windsor Electrical Contractors Association, 325 plumbers and pipefitters employed by members of the Windsor Mechanical Contractors Association, and 450 plumbers and pipefitters employed by members of the Sudbury Mechanical Contractors Association. In each case the final settlement included provision for reduced working hours, although in the case of the Windsor plumbers the reduction applied only on commercial projects, whilst in Sudbury implementation of the 36-hour week was conditional on the future negotiation of a similar provision by the majority of building trades in the area.

A province-wide dispute involving 2,500 members of various locals of the International Brotherhood of Painters and Allied Trades centred on the issues of money, retroactivity and proposals by the employers to introduce a free travel zone in all areas and to eliminate shift premiums for repaint and wallcovering work. Following strikes of up to 5 weeks' duration against member firms of the Ontario Painting and Decorating Contractors Association, a settlement was reached in early August providing for a general wage increase of 55 cents per hour and increased employer contributions to the welfare plan. The London area painters stayed out on strike for an additional two weeks before accepting the settlement terms. In separate negotiations, the Painters Local 1891 reached agreement with the Association in September on a 12-month renewal contract covering 350 Toronto-area painters in the residential sector, following a two-month work stoppage. The final bargaining situation which resulted in a strike was between the Niagara Region Mechanical Contractors Association and Local 537 of the Sheet Metal Workers. Workers in the St. Catharines and Brantford areas ratified the contract in May, but it was rejected by the Hamilton workers, who went on strike in June. With the assistance of a provincial mediator, the dispute was resolved in July when the Hamilton workers finally accepted similar terms to those agreed to earlier in the other two areas.

The majority of construction settlements reached during the June-September period (23 in all, covering 20,000 workers) did not involve a work stoppage. Perhaps the most notable development in these cases was the acceptance of a wage-freeze by some groups, in recognition of the depressed market conditions in the industry. Three two-year agreements, covering a total of 3,100 members of Local 183 of the Labourers' Union, provided no wage increase in the first year. The settlements with the Toronto Residential Concrete Forming Contractors and the Toronto Form Work Association included a 30 cents per hour increase in employer contributions to the welfare plan in the first year, plus a 50 cents general increase in hourly wage rates and improved vacation pay in the second year. The third Local 183 settlement, with the Metro Toronto Apartment Builders Association, provided no increase in wages or benefits in the first year, and a wage reopener in the second. A one-year province-wide agreement reached in June between Local 1891 of the Painters union and the Ontario Acoustical Association (OAA) provided no wage increase, but included higher employer contributions to the welfare plan and introduced a new pension plan. The same union local concluded a 32-month province-wide renewal agreement in August with the Interior Systems Contractors Association which provided no wage increase in the first 14 months, and a three-stage increase totalling \$1.30 over the remainder of the contract. Welfare and pension improvements were identical to those in the OAA contract.

Trucking Industry Settlements. Two separate master agreements, covering 6,500 freight and maintenance workers throughout the Ontario trucking industry, were settled in September between five southern Ontario locals of the Teamsters union and the Motor Transport Industrial Relations Bureau, bargaining on behalf of the trucking companies. In the past the parties have generally negotiated three-year contracts, but on this occasion the union, committing itself to negotiate within the AIB guidelines, proposed a shorter contract term and emphasized job security and fringe benefit improvements in its bargaining goals. The new two-year agreements, achieved with the assistance of a federal mediator, included a cost-of-living fold-in of 64 cents, and two-step hourly wage increases of 62 and 68 cents for freight and maintenance employees, respectively. Other changes included a revised cost-of-living formula, increased mileage rates and increased employer contributions to the welfare and pension plans.

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Employer and Location	Union	Page
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Atomic Energy of Canada Ltd., Chalk River and Deep River	Atomic Energy Allied Council (AFL-CIO/CLC) (various unions)	620
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River	Cdn. Labour Congress (CLC)	621
Bendix Automotive of Canada Ltd., Windsor	Auto Workers (CLC) (hourly-rated empls.)	589
CP Air, system-wide	Machinists (AFL-CIO/CLC) (air transportation, field maintenance and shop and stores empls.)	593
Canron Ltd., Eastern Structural Div., Rexdale	Employees' Assn. (Ind.)	583
Champion Road Machinery Ltd., Goderich	Machinists (AFL-CIO/CLC) (hourly empls.)	587
Continental Group of Canada Ltd., Toronto, London and Guelph	Cdn. Chemical Workers (Ind.) and Cdn. Paperworkers (CLC)	581
Domglas Ltd., Wallaceburg	Glass and Ceramic Workers (AFL-CIO/CLC)	592
Dominion Textile Ltd., Montreal, Que. and Long Sault, Ont.	United Textile Workers (AFL-CIO/CLC)	629
Durham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	596
Durham Regional Municipality	Cdn. Union of Public Employees (CLC)	626
Electrical Contractors Assn. of Toronto	Electrical Workers (IBEW) (AFL-CIO/CLC)	627
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	597
Glendale Spinning Mills Ltd., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	581
Government of Canada (Treasury Board)	Assn. of Postal Officials of Canada (Ind.) (postal supervisors)	622
Government of Canada (Treasury Board)	Letter Carriers (CLC) Unit #2 (letter carriers and mail service couriers)	622
Government of Canada (Treasury Board)	Professional Institute of the Public Service of Canada (Ind.) (architecture and town planning group)	623

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Government of Canada (Treasury Board)	Public Service Alliance of Canada (CLC) (general services group, supervisory and non-supervisory)	623
Government of Canada (Treasury Board)	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	624
Halifax Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	598
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	598
Hamilton Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	599
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	600
Hôtel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	616
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	601
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	602
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	602
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	603
London Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	604
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	605
Massey-Ferguson Industries Ltd., Toronto and Brantford	Auto Workers (CLC) (plant empls.)	585
Metropolitan Toronto School Board and Boards of Education for the Boroughs of East York, Etobicoke, North York, Scarborough, York and Toronto City	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	605

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Metropolitan Toronto Separate School Board	Cdn. Union of Public Employees (CLC) (office, clerical and technical empls.)	607
Mississauga City Corp., Transit Dept.	Transit Union (AFL-CIO/CLC) (line bus drivers, garage maintenance and service personnel)	595
Motor Transport Industrial Relations Bureau of Ontario (Inc.), system-wide	Teamsters (Ind.) (maintenance empls. and mechanics and drivers, dockmen and checkers)	594
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	617
Muskoka Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	608
Nipissing Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	609
Nipissing Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	609
Noranda Mines Ltd. (Geco Div.), Manitouwadge	Cdn. Union of Base Metal Workers (CNTU)	592
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	610
Ontario Assn. of Painting and Decorating Contractors (Residential Sector), Toronto	Painters (AFL-CIO/CLC)	628
Ontario Housing Corp.	Cdn. Union of Public Employees (CLC) (maintenance empls. in Metro Toronto)	596
Peel Board of Education	Cdn. Union of Public Employees (CLC) (office and clerical empls.)	611
Peel Board of Education	Employees' Assn. (Ind.) (custodial, maintenance and printing staff, storekeepers, cafeteria help and school bus drivers)	611
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.) (registered and graduate nurses, full and part-time, and teachers)	617
Peterborough-Victoria-Northumberland & Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	612

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Reed Decorative Products Ltd., Toronto	Cdn. Paperworkers (CLC)	582
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	584
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	618
R.G. Simpson Co. Ltd, Scarborough	Simpson Plant Council (Ind.)	630
Standard Products (Canada) Ltd., Plants 1 and 2, Stratford	National Council of Canadian Labour (Ind.)	580
St. Mary's Roman Catholic Separate School Board, Dundas and Glengarry County	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	613
St. Mary's Communications Services, Toronto	Communications Workers of Canada (CLC)	621
Thomas Supply & Equipment Co. Ltd., Ottawa	Distributive Workers of America (Ind.) (production and maintenance empls.)	628
Toronto City Board of Education	Cdn. Union of Public Employees (CLC) (caretakers and maintenance empls.)	614
Toronto Star Newspapers Ltd. (Mailing Room)	Printing and Graphic Communications (AFL-CIO/CLC)	583
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	619
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	614
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	615
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	615
Windsor City Corp.	Cdn. Union of Public Employees (CLC) (Public Works and Parks and Recreation Depts.)	627

RUBBER AND PLASTICS PRODUCTS

Standard Products (Canada) Limited, Plants 1 and 2 at Stratford - Local 154,
National Council of Canadian Labour (Ind.): A 36-month renewal agreement effective from October 1, 1977 to September 30, 1980, covering 263 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Oct. 1/77</u>	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
COLA				45¢
Fold-in				
Increases	23¢ for Direct Labour; 26¢ for Indirect Labour*	25¢ for Direct Labour; 30¢ for Indirect Labour	30¢ for Direct Labour; 55¢ for Indirect Labour	

Sample Rates - Plant No. 1

Direct Labour - Group No. 1 (Pool Light)	\$3.72 (\$3.49)	\$3.97	\$4.72
Indirect Labour - Group No. 13 (includes Material Handler)	\$4.79-\$4.89 (\$4.53-\$4.63)	\$5.09-\$5.19	\$6.09-\$6.19
Indirect Labour - Group No. 15 (Maintenance)	\$5.16-\$5.56 (\$4.90-\$5.30)	\$5.46-\$5.86	\$6.46-\$6.86

*"Direct Labour" refers to incentive workers and "Indirect Labour" refers to non-incentive workers.

Probationary period is 52 working days. Maximum rates for "Indirect Labour" are reached after increases at 45 (60) and 97 (112) working days.

Probationary Period: 45 (60) working days for occupational group seniority.

Cost-of-Living Allowance: Effective October 1, 1979, 45-cent COLA generated during the term of the 1974-1977 agreement will be folded into wage rates.

Effective October 1, 1977, 1¢ per hour for each .345 change in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. Trigger is 28¢ in the first year and 20¢ in the second year. No cap. (Previously, 1¢ per hour for each .46 change in the CPI, where 1961 equals 100. To be adjusted quarterly. No trigger. Capped at 15¢ in each year of the agreement.)

Shift Premium: Effective October 1, 1977, 0-17¢-21¢ (0-15¢-19¢). Effective October 1, 1978, 0-18¢-23¢.

Vacation Pay: Effective October 1, 1979, 9% (8%) after 15 years' service and 8% (7%) after 10 years.

Health and
Welfare:

Life Insurance and A.D. and D. - Effective October 1, 1979,
\$8,000 (\$7,000) coverage.

Weekly Indemnity Plan - Effective October 1, 1979, benefit is
\$85 (\$75) per week.

Drug Plan (new) - Effective February 1, 1978, employer pays
100% of cost of premiums for plan with a 35-cent deductible.

TEXTILE

Glendale Spinning Mills Limited at Hamilton - Local 1070, Clothing and Textile
Workers (AFL-CIO/CLC): An 18-month renewal agreement effective
from December 1, 1976 to May 30, 1978, covering 340 employees,
settled with mediation assistance during a work stoppage.
Duration of negotiations - 10 months.

Wages:	Effective	<u>Apr. 30/77</u>	<u>Dec. 25/77</u>
	General Increases	5%	5%
	A (includes Light Labour)	\$2.93 (\$2.79)	\$3.08
	K (includes Electrician)	\$5.32 (\$5.07)	\$5.59

PAPER AND ALLIED

Continental Group of Canada Limited (formerly, Continental Can Company of Canada
Limited) at Toronto, London and Guelph - Local 69, Canadian
Chemical Workers* (Ind.) and Locals 496 and 1199, Canadian
Paperworkers (CLC): Two 12-month renewal agreements and one
12-month first agreement effective from June 17, 1977 to June
16, 1978, covering 378 employees, settled with mediation assis-
tance during a work stoppage. Duration of negotiations - 5
months.

* Replaces Local 186 of the International Chemical Workers Union.

Wages:	Effective	<u>June 17/77</u>
	General Increase	36¢
	<u>Toronto</u> Hand Stitcher	\$5.96 (\$5.60)
	Electrician A	\$7.66 (\$7.30)
	<u>London</u> Hand Taper Operator	\$6.13 (\$5.77)
	Electrician A	\$7.66 (\$7.30)

June 17/77

<u>Guelph</u>	
Take-Off Man	\$6.30 (\$5.94)
Electrician A	\$7.66 (\$7.30)

Cost-of-Living Provision: Inoperative during the term of the agreement.

Health and Welfare: OHIP - Employer pays 100% (new) of May 1, 1976 increase in premium costs.

Dental Plan - Employer pays 55% (50%) of cost of basic dental plan.

Pension Plan: \$7.50 (\$7.00) per month per year of service.

Safety Shoe Allowance: \$25 per year (new).

Reed Decorative Products Ltd. at Toronto - Local 304, Canadian Paperworkers* (CLC):
A 24-month first agreement effective from February 19, 1977 to February 18, 1979, covering 319 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4½ months.

* In March, 1977, the Canadian Paperworkers Union replaced the Printing and Graphic Communications Union as bargaining agent.

Wages: Full retroactivity on wages to February 19, 1977.

Effective	Sept. 28/77	Feb. 19/78
General Increases	35¢	4%
Group 22 (General Help Finishing & Sample)	\$4.18-\$4.45 (\$3.83-\$4.10)	\$4.35-\$4.63
Group 2 (includes Electrician)	\$6.54-\$6.92 (\$6.19-\$6.57)	\$6.80-\$7.20

Probationary period is 60 working (calendar) days. After-probation rate for General Help Finishing & Sample is 9¢ above minimum shown. Minimum rate shown for Electrician is the after-probation rate. Maximum rates are reached on merit.

Shift Premium: Effective February 19, 1978, 0 - 24¢ - 24¢ (0 - 20¢ - 24¢).

Health and Welfare: Life Insurance, A.D. and D. and Dental Plan - Effective February 19, 1978, employer pays 100% of cost of premiums. (Previously, employee paid 50% of cost of premiums for Dental Plan and 25¢ per \$1,000 of coverage per month for Life Insurance and A.D. and D..)

Major Medical Plan - Effective February 19, 1978, no co-insurance on drugs. (Previously, 80/20 co-insurance.)

PRINTING, PUBLISHING AND ALLIED

Toronto Star Newspapers Limited (Mailing Room) - Local N-1, Printing and Graphic Communications (AFL-CIO/CLC): A 20½-month renewal agreement effective from April 17, 1977 to December 31, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Apr. 17/77</u>	<u>Sept. 12/77</u>
	General Increases	6%	
	Additional Adjustments		25¢ for Inserters
	Manual or Machine Inserter	\$3.32-\$4.01 (\$3.13-\$3.78)	\$3.57-\$4.26
	Journeyman Mailer	\$311.39 (\$293.76)	\$311.39
	Effective	<u>Apr. 17/78</u>	<u>Oct. 17/78</u>
	General Increases	5%	
	Additional Adjustments		25¢ for Inserters
	Manual or Machine Inserter	\$3.75-\$4.47	\$4.00-\$4.72
	Journeyman Mailer	\$326.96	\$326.96

Probationary period is 3 months. Maximum rates for Manual or Machine Inserter are reached on merit.

Hours of Work: Effective in September 1977, Manual or Machine Inserters work 8 hours per day and 4 days per week (previously, 7 hours per day and 5 days per week).

Paid Holidays: Employee has option of day off for his birthday or a day's pay in lieu. (Previously, day off only.)

Health and Welfare: Dental Plan - Blue Cross Basic Dental Plan No. 1 replaces previous Plan. Employer pays cost of premiums to a maximum of \$3.51 per month for single coverage and \$7.59 per month for family coverage.

METAL FABRICATING

Canron Limited, Eastern Structural Division at Rexdale - Employees' Association of Canron Limited (Ind.): A 24-month first agreement effective from July 14, 1977 to July 13, 1979 covering 315 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 30/77</u>	<u>Apr. 30/78</u>	<u>July 78</u>
	Increases	5%	4%	Wage Review
	COLA Fold-in	11¢		

	<u>Apr. 30/77</u>	<u>Apr. 30/78</u>
Labourer (Hired after March 1, 1973)	\$5.74 (\$5.36)	\$5.97
Group 1 (includes Certified Electrician)	\$7.75-\$8.05 (\$7.27-\$7.56)	\$8.06-\$8.37
Probationary period is 45 worked days. Maximum rates for Group 1 reached after 20 months.		
Cost-of-Living Provision:	Suspended.	
Shift Premiums:	0 - 15¢ - 20¢ (new).	
Health and Welfare:	<u>Life Insurance</u> - Effective October 1, 1977, \$10,000 (\$7,000). <u>Dental Plan (new)</u> - Effective January 1, 1978, employee pays 100% of cost of basic dental plan. Effective April 29, 1978, employer pays 50% of cost of basic dental plan.	
<u>Rockwell International of Canada Ltd. at Guelph - Local 92, Molders (AFL-CIO/CLC):</u> A 21½-month renewal agreement effective from September 12, 1977 to July 1, 1979, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 3½ months.		
Wages:	<u>Effective</u> <u>July 2/77</u>	<u>July 2/78</u>
General Increases	30¢	4.5%
Additional Adjustments	2¢-25¢	
Sub-Assembler	\$4.60-\$4.65 (\$4.30-\$4.35)	\$4.81-\$4.86
Tool & Die Maker	\$6.78-\$6.83 (\$6.23-\$6.28)	\$7.09-\$7.14
Maximum rates reached upon completion of 40-calendar day probationary period.		
Cost-of-Living Allowance:	20-cent float generated under the previous agreement continues as an add-on. 1¢ per hour for each .4 (previously, .5) increase or decrease in the Consumer Price Index, where 1971 equals 100 (previously, 1961 equals 100). 6% trigger over June 1977 Index in first contract year and 4½% trigger over June 1978 Index in second (new). To be adjusted quarterly (unchanged) and capped at 20¢ per contract year (previously, 20¢ in any 12-month period from the first payout).	
Paid Holidays:	Effective in second contract year, one floating day during the Christmas period is added, for a total of 12 (11) days.	
Paid Vacation:	3 weeks after 5 (6) years' service and 4 weeks after 15 (16) years'	

Pension Plan: Basic Benefit - \$5 (\$4) per month per year of service for current employees.

Vesting after 10 years' service is provided (new).

Prescription \$25 (\$20) per year.
Safety Glasses:

Safety Shoe \$20 (\$10) per pair per year.
Allowance:

Monetary improvements are subject to approval by the Anti-Inflation Board. Maximum improvement permissible is implemented immediately.

MACHINERY

Massey-Ferguson Industries Ltd. at Toronto and Brantford - Locals 439 and 458, Auto Workers (CLC) (plant employees): A 35½-month renewal agreement effective from September 19, 1977 to September 1, 1980, covering a total of 5,300 employees, settled at the post conciliation bargaining stage. (A 4-1/2 day work stoppage ensued at the Brantford plant following a tentative settlement.) Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 2/77</u>	<u>Sept. 1/78</u>	<u>Sept. 7/79</u>
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Measured Day
Workers & Skilled
Trades

General Increases	3% + 22¢	3%	3%
Skilled Trades Adjustments	15¢	10¢	
COLA Fold-in	\$1.36		
General Labour	\$7.14 (\$5.40)	\$7.35	\$7.57
Tool & Die Maker	\$8.99 (\$7.05)	\$9.36	\$9.64

Comparable increases extended to incentive workers.

Inequity Adjustment Fund for Skilled Trades: A fund not to exceed 1/2¢ per hour worked by each hourly-rated employee will be established and used to reduce the current number of different classifications. Changes will take effect January 1978.

Cost of Living Allowance: \$1.22 folded in and 5¢ float from the period prior to June 1977 continues. An additional 14¢ from the period June to September 1974 was also incorporated. Formula is unchanged in new agreement: 1¢ per .35 rise in the Consumer Price Index (1961=100), calculated quarterly.

Shift Premium: 0-25¢-40¢ (0-20¢-32¢).

Call-back Pay: Minimum of 4 hours at the appropriate overtime rate (previously, at straight time).

Reporting Pay: Minimum of 4 hours at the applicable rate including shift premium (previously, at average hourly earnings).

Attendance Bonus Plan: 1 hour, taken as time or money, for every complete 40-hour scheduled week worked; 3 additional hours for working 5 consecutive weeks without absence. (Previously, 1/2-hour credit for every scheduled 40 hours worked per week.)

Health and Welfare: Life Insurance - Increased to \$12,500 (\$10,000) for active employees; \$2,000 for current retirees (unchanged) and \$3,000 for future retirees.

Long Term Disability - Elimination of reduction of benefits by future pension increases and provision for increase in benefits equivalent to pension increase to members who, while eligible for a pension, are not receiving a pension.

Disability Income - Effective the first year, maximum \$200 plus \$20 for tax offset (\$170 + \$20); effective the second year, maximum \$215 + \$20; effective the third year, maximum \$225 + \$20. Benefits for laid-off employees will also be increased.

Comprehensive Medical (new) - Effective November 1, 1977, plans will be introduced to provide employees, pensioners and eligible dependents with coverage for prosthetic and durable appliances, out-of-province medical expenses, nursing home and extended care facilities and hearing aids. Effective January 1, 1978, a Vision Care Plan will be added.

Dental Plan - Effective January 1, 1978, coverage will be extended to retirees and their dependents and benefits will be upgraded.

Insurance Eligibility and Coverage - Common-law spouse now included for health insurance coverage (new).

Coverage on Layoff - Laid-off employees will have their health insurance premiums maintained by the employer for 2 to 6 months, depending on seniority. (Previously, 3 to 7 weeks.)

Pension Plan: Basic Benefit - \$13 (\$9.50) per month per year of service for employees retiring during this agreement. Current retirees will have benefits increased by 60¢ in the first year, 75¢ in the second, and 40¢ in the third year of the agreement.

Supplemental Benefit (Before Age 65) - \$10 (\$9.50) per month per year of service, to a maximum of \$250 per month, in the first year and \$11 per month per year of service, to a maximum of \$275 per month, in the second.

Supplemental Benefit (After Age 65) - \$8.30 (\$8) per month per year of service, to a maximum of \$207.50 (\$200) per month, in the first year and \$9.60 per month per year of service, to a maximum of \$240 per month, in the second.

Special Allowance - \$650 (\$625) per month in the first year, \$700 in the second, and \$740 in the third.

Early Retirement - Employees with 30 years of service may retire with unreduced benefits at any age (previously, at age 55).

Earning Allowance Ceiling - Pensioners may earn up to \$3,600 (\$2,400) from outside activities without reduction of pension benefits.

Transition Surviving Spouse Benefit - \$250 (\$200) per month, with a minimum of \$125. Higher amounts apply for a spouse with at least one dependent child or for a surviving child without a parent.

Bridge Benefit - \$250 (\$200) per month, with a minimum of \$175.

Bereavement Leave: 3-day paid leave provision extended to include death of a grandchild, grandparent or step-parent of employee's spouse.

Meal Allowance: \$3 (\$2.50).

Moving Allowance: Single employees, \$275-\$595 (\$200-\$475) and married employees, \$715-\$1,275 (\$570-\$1,020), for distances ranging from 50 to 1,000 or more miles.

Tool Insurance: Coverage against theft of skilled tradesmen's tools increases to \$450 (\$400).

Champion Road Machinery Ltd. (formerly, Dominion Road Machinery Company Ltd.) at Goderich - Local 1863, Machinists (AFL-CIO/CLC) (hourly employees): A 12-month renewal agreement effective from August 15, 1977 to August 14, 1978, covering 695 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 15/77</u>	<u>Feb. 15/78</u>
Minimum Starting Rate		\$4.98 (\$4.80)	\$5.07
Sweeper		\$6.84 (\$6.60)	\$6.98
Machinist I		\$8.29 (\$8.00)	\$8.45
Toolmaker		\$8.50 (\$8.20)	\$8.67

Previous rates shown in brackets include COLA incorporated into the wage structure during the former agreement.

Cost of Living Allowance: 1¢ for each .36 rise in the Consumer Price Index above a 6% increase over the base of 160.3, the CPI for July 1977. To be calculated and folded into the wage rates on a monthly basis. In accordance with AIB regulations, any money realized from the COLA formula will be held in escrow pending an AIB decision.

(The previous provision provided for a minimum of 18¢ a year through scheduled prepayments. Using the formula 1¢ for each .36 rise in the CPI, monies generated in excess of the 18-cent guarantee were folded into the wage rates at mid-term and end of the agreement.)

Shift Premium: Remains at 7% of the normal weekly wages including overtime for all hours worked on the afternoon or night shift.

Paid Holidays: Easter Monday is added for a total of 16 (15) days, including 3 days at Christmas.

Paid Vacation: 2 weeks after 1 year and 3 weeks after 5 years (both unchanged), 4 weeks after 10 (12) years, 5 weeks after 17 (20) years and 6 weeks (new) after 25 years.

Call-back Pay: Minimum of 4 (2) hours at the appropriate overtime rate.

Health and Welfare: Group Life Coverage - Employees become eligible after completing 60 working days (3 months). The Company will continue to pay its share of premiums for employees on leave of absence for Union business (new).

Life Insurance and A.D. & D. - \$12,000 for employees without dependents and \$14,000 for employees with dependents. (\$10,000 for single employees and \$12,000 for married employees.)

Weekly Indemnity - 66 2/3% of an employee's straight time weekly pay with benefits from the first day of accident, the first day of hospitalization and the fourth day of illness. Benefits apply for the first 15 weeks and during weeks 31 through 52.

(Previous benefits followed U.I.C. level with a minimum of \$75 per week commencing from the first day of accident and the fourth day of illness, for the same weeks of coverage as above.)

Dental Plan - Coverage is to be based on the 1977 (1975) Ontario Dental Association fee schedule.

Pension Plan: A Union-Management Committee inaugurated a new Non-contributory Flat Benefit Pension Plan during the course of the previous agreement. The Plan, which became effective January 1, 1976, provides for a monthly pension at retirement of \$11.75 for each year of service after January 1, 1976. (Under the previous plan the employee contributed 4% of earnings - approximately half the cost. Benefit was 1.75% of career earnings per month.)

Safety Shoes: Employees purchase the first pair. Employer provides up to \$35 allowance once a year towards the cost of a replacement pair. (Previously, a limited number of employees who were required to wear safety shoes were reimbursed by the employer for replacement pairs once a year.)

Tool Allowance: Employer pays 50% of the cost of required metric tools (new).

Travel Allowance (new): 20¢ per mile.

Pay While on Union Business: The Union President may spend up to 37 1/2 hours per week on Union business at his straight time hourly rate (unchanged), plus 20¢ per hour (new).

Bereavement Leave: 3 (1) days' paid leave for death of a grandparent.

TRANSPORTATION EQUIPMENT

American Motors (Canada) Ltd. at Brampton - Local 1285 (American Motors Unit), Auto Workers (CLC) (production and maintenance employees): A 12-month renewal agreement effective from September 16, 1977 to September 15, 1978, covering 1,170 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 19/77</u>
	COLA Fold-in	\$1.09
	Skilled Trades Adjustment	15¢
	General Increase	3%
	Assembler - D	\$6.69-\$6.89 (\$5.40-\$5.60)
	Toolmaker	\$8.49-\$8.69 (\$7.00-\$7.20)

Cost of Living Allowance: Except for the change noted below, the formula continues unchanged with quarterly adjustments of 1¢ for each .3 rise over the appropriate 3-month average of the Combined U.S.-Canada Consumer Price Index. The Canadian portion of the Combined Index will now be based on 1971=100 (1961=100).

The allowance at the conclusion of the previous agreement was \$1.62. Of this amount, \$1.09 has been incorporated into the wage rates and 53¢ remains as a "float".

Health and Welfare: Dental Plan - Effective January 1, 1978, coverage is to be based on the 1977 (1973) Ontario Dental Association fee schedule.

Pension Plan: Special Allowance - Employees with 30 or more years of service retiring on or after October 1, 1977 will receive a minimum pension benefit of \$650 (\$625) per month.

Credit for Lay-off Time (new) - Employees with 20 or more years of service as of September 16, 1977, who were absent from work because of lay-off during the period January 1, 1967 to December 31, 1969, will be credited with 40 hours for each week of such absence.

Bendix Automotive of Canada Ltd. at Windsor - Local 195, Auto Workers (CLC) (hourly-rated employees): A 31-month renewal agreement effective from September 19, 1977 to May 1, 1980, covering 705 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 2/77</u>	<u>Sept. 19/77</u>	<u>May 1/78</u>	<u>May 1/79</u>
	COLA Fold-in		\$1.14		
	General Increases	42¢		3%	3%
	Skilled Trades Adjustments	15¢		10¢	

	<u>May 2/77</u>	<u>Sept. 19/77</u>	<u>May 1/78</u>	<u>May 1/79</u>
Sweeper	\$5.82 (\$5.40)	\$6.96	\$7.17	\$7.39
Toolmaker	\$7.36 (\$6.79)	\$8.50	\$8.86	\$9.13

Cost of Living Allowance: Effective August 1977 through February 1980, quarterly adjustments of 1¢ per .35 rise in the Consumer Price Index (1961=100) over the preceding 3 months, based on the average Index for February, March and April 1977. (The previous formula was similar except it provided for a possible reduction of 1¢ per quarter. Effective August 15, 1977, COLA will be subject to a 1¢ per quarter cumulative reduction until sufficient funds have been obtained to compensate the employer for a special lump sum payment to retirees and surviving spouses (Letter of Understanding).

Shift Premium: 0-23¢-23¢ (0-20¢-20¢).

Paid Holidays: 15 days in the first and second years (unchanged) and 16 days in the third year. Heritage Day has been designated as a holiday in all 3 years of the agreement (new).

Special Paid Absence Allowance Credit (new): Eligible employees may take one 8-hour paid absence during the period June 30, 1977 to June 30, 1978, two 8-hour paid absences during the second year and three 8-hour paid absences during the third year. Various restrictions apply to usage of credits.

Health and Welfare: Life Insurance (Active Employees) - Effective December 1, 1977, \$13,000 (\$10,000).

Continuing Life Insurance (Retirees) - With 10-19 years of service, \$2,500 (\$2,000); 20-24 years, \$3,000 (\$2,500); 25 years or more, \$3,500 (\$3,000). Applies to former and new retirees.

A.D. & D. - Effective December 1, 1977, \$6,500 (\$5,000).

Weekly Sickness & Accident - Effective November 1, 1977, \$160 (\$125) per week.

Dental Plan - Effective December 1, 1977:

- Lifetime orthodontic care - \$650 (\$500) maximum.
- Coverage extended to retirees, surviving spouses, and their dependents (new).
- All coverage to be based on the applicable percentage of the lesser of the dentist's usual charge or the current Ontario Dental Association fee schedule (unchanged).

Extended Health Services - Coverage has been broadened to include blood and blood products, prosthetic appliances, emergency transportation, emergency accommodations, private hospital room, hearing aids, and services of a physiotherapist, graduate registered nurse, clinical psychologist, registered masseur, and speech therapist. Eligibility for above benefits is extended to retirees.

Pension Plan: Basic and Supplementary Benefit After Age 65 - No reduction in benefits for employees retiring on or after July 1, 1977 with 30 or more years of service and who are under age 55. (Previously, reduced by 1/3 of 1% for each month less than 62 years of age at time of pension commencement.)

Special Allowance - No reduction in benefits for employees retiring on or after July 1, 1977 with 30 or more years of service and who are under age 55. (Previously, reduced by 2/3 of 1% for each month less than 55 years of age.)

General - Various supplementary and basic benefit rates for employees who have or will be retired under normal, early, or disability retirement will be increased in accordance with the schedule negotiated in 1974.

Bridge Survivor Income Benefit - \$250 (\$200) per month. \$175 (\$150) per month minimum benefit following any statutory offset. Changes apply to survivors of employees actively at work on or after May 1, 1978.

Transition Survivor Income Benefit - \$250 (\$200) per month for surviving spouse, \$275 (\$225) for surviving spouse with dependent(s) or surviving children without parents. \$175 (\$150) per month minimum benefit following any statutory offset. Changes apply to survivors of employees actively at work on or after May 1, 1978.

Survivor Benefit - 60% (55%) of the retiree's monthly benefit as reduced due to the survivorship election. The change applies to survivors of employees who retire or terminate on or after July 1, 1977.

Special Payment to Retirees and Surviving Spouses: \$20 per year of credited service to maximum \$600 for eligible retired employees and 55% of the foregoing for eligible surviving spouses. Payable as a lump sum as of December 1, 1978. The program will be funded through a COLA diversion and is contingent upon satisfactory rulings by agencies of the Federal and Ontario Government.

Supplemental Unemployment Benefit Plan: Deduction Factor - Weekly benefits equal to 95% of the employee's weekly after-tax pay will be reduced by \$12.50 (\$7.50).

Employer Contribution - Effective September 1977, 10¢-17¢; September 1978, 11¢-18¢ and September 1979, 12¢-19¢. An additional 6¢ for each overtime hour worked at time and one-half and 12¢ for each hour at double time. Maximum contribution occurs when Trust Fund position is less than 50%. (Previously, 7¢-9¢ per straight time hour worked with additional contributions for overtime as above.)

Short Week Contributions - Effective January 1, 1978 the Fund liability will be limited to an annual cost of 4¢ (3¢) per compensated hour.

No Reduction in Rate of Benefit - Employees with 20 or more years of service are no longer subject to a 20% reduction in benefits during any week in which the fund sinks to within a specified low level.

Moving Allowance: For miles between plants varying from 50 to 1,000 or more, the single employee allowance ranges from \$385 to \$650 (\$220 to \$475) and the married employee allowance ranges from \$865 to \$1,355 (\$570 to \$1,020).

Educational Assistance Program (new): \$350 per year for courses below the advanced degree level and \$700 per year for courses required for an advanced degree.

NON-METALLIC MINERAL PRODUCTS

Douglas Ltd. at Wallaceburg - Local 235, Glass and Ceramic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 26, 1977 to July 25, 1979, covering 620 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 26/77</u>	<u>Sept. 1/77</u>	<u>July 26/78</u>
	General Increases	37¢		27¢
	COLA Fold-in		15¢	
	Labour (Light) (Group 1)	\$5.50-\$5.60 (\$5.13-\$5.23)	\$5.65-\$5.75	\$5.92-\$6.02
	Electrician Certificate (Group 12)	\$6.51-\$6.93 (\$6.14-\$6.56)	\$6.66-\$7.08	\$6.93-\$7.35

Cost of Living Allowance: If the Consumer Price Index increases by more than 6% between October 1976 and October 1977, the excess will be added to the 27¢ general increase scheduled for the second year. (Previous formula: 1¢ per 0.5 increase in the CPI - 1961=100 - to a maximum of 15¢.)

Shift Premium: 0-14¢-20¢ (0-13¢-19¢).

Health and Welfare: Life Insurance - 200% of base hourly rate times 2100 hours for male or female employee with dependents and 150% of base hourly rate times 2100 hours for employees without dependents (Current practice now incorporated into agreement.)

Tool Allowance: \$50 (\$40) per year for employees required to have tools valued over \$150.

Safety Shoe Allowance: \$17.50 (\$15) per pair with a maximum of 1 to 3 pairs per year, depending on the department.

MINES

Noranda Mines Ltd. (Geco Division) at Manitouwadge - Canadian Union of Base Metal Workers (CNTU): A 24-month renewal agreement effective from August 1, 1977 to July 31, 1979, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 1/77</u>
	COLA Fold-in	37¢

Aug. 1/77

Increase	2¢-30¢ (23¢ average)
Helper (Plant or Warehouse)	\$6.44 (\$5.94)
Miner	\$7.25 (\$6.61)
Maintenance Trades (incl. Welder)	\$7.95 (\$7.28)

Cost of Living Allowance: Adjustments in January and May 1978 of 1¢ for each 0.4 increase in the Consumer Price Index (1961=100) over the previous 4-month period, folded in on August 1, 1978. Three similar adjustments of 1¢ per 0.35 increase in the CPI during the second year of the agreement, folded in in May 1979. (Previous formula: 1¢ per 0.4 change, adjusted three times per year.)

Shift Premium: 0-18¢-28¢ (0-15¢-25¢).

Sunday Premium: Effective August 1, 1978, \$1.20 (\$1) per hour for regularly scheduled hours, in addition to applicable shift premium.

Overtime Pay: Double time after 12 hours where employee is required to work a double shift. (Previously, time and one-half for all hours worked during second shift.)

Paid Vacation: 2 weeks after 1 year and 3 weeks after 5 years (both unchanged), 4 weeks after 10 (12) years and 5 weeks (new) after 20 years.

Winter Vacation Supplement: \$60 (\$50) per week of vacation entitlement for employees taking all of their vacation between November 1st and April 30th.

Health and Welfare: Life Insurance - Effective in the second year, \$12,000 (\$10,000) plus an extra \$12,000 (\$10,000) for accidental death.

Weekly Indemnity - Effective in the first year, \$135 (\$125) per week on a 1-4-52 basis; effective in the second year, \$145.

Major Medical - Deductibles are reduced to \$10/\$20 (\$15/\$30) per year and co-insurance increased to 90% (80%).

Dental Plan - Effective the first year, adoption of the 1977 (1975) Ontario Dental Association fee schedule; effective the second year, the employer pays 70% (60%) of premium.

Pension Plan: Basic Benefit - Effective for service after January 1, 1979, \$9 per month per year of service. (Previous high was \$8 per month per year of service.)

TRANSPORTATION

CP Air, system-wide - Lodge 764, Machinists (AFL-CIO/CLC) (air transportation, field maintenance and shop and stores employees): A 12 1/2-month renewal agreement effective from May 23, 1977 to June 4, 1978, covering 1,750 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 23/77</u>
	General Increase	4.1%
	<u>Monthly Rates</u>	
	Maintenance Clerk I	\$658.43-\$743.27 (\$632.50-\$714.00)
	Helper	\$1,092.44 (\$1,049.41)
	Mechanic	\$1,347.87-\$1,558.50 (\$1,294.78-\$1,497.12)
	Aircraft Inspector	\$1,800.40 (\$1,729.49)
Special Paid Leave (new):	Effective January 1, 1978, employees with more than 12 months' service will be granted 1 week's paid leave of absence on an annual basis.	

Motor Transport Industrial Relations Bureau of Ontario (Inc.), system-wide - Locals 91, 141, 879, 880 and 938, Teamsters (Ind.) (maintenance employees and mechanics and drivers, dockmen and checkers): Two 24-month renewal agreements effective from October 1, 1977 to September 30, 1979, covering a total of 6,500 employees, settled at the mediation stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/77</u>	<u>Oct. 1/78</u>
	COLA Fold-in	64¢	
	<u>General Increase</u>		
	Drivers, Dockmen and Checkers	30¢	32¢
	Maintenance Employees and Mechanics	35¢	33¢
	Dockman	\$7.92 (\$6.98)	\$8.24
	City Driver	\$8.02 (\$7.08)	\$8.34
	Unskilled Classification - 2	\$8.16 (\$7.17)	\$8.49
	Skilled Classification - 1	\$8.93 (\$7.94)	\$9.26

Previous rates, shown above in brackets, include an 8¢ adjustment made coincidental with this agreement and resulting from an arbitration award concerning interpretation of the COLA clause during the term of the previous agreement.

Cost of Living 8¢ per hour or 2¢ per mile for each 1% increase in the Allowance: Consumer Price Index (1971=100) between September 1977 and September 1978, after an initial increase of 6%. Payable in a lump sum in November 1978.

In the second year of the agreement calculations will be based on any excess in the CPI above a 5% increase between September 1978 and September 1979, with COLA paid as a lump sum in November 1979.

(Previous formula provided for semi-annual adjustments of 1¢ per hour or .025¢ per mile for each .5 increase in the CPI - 1961=100.)

Mileage Rates: Number of Axles	Oct. 1/77*	Oct. 1/78
2, 3 & 4	19.6¢ (17.2¢) per mile	20.24¢ per mile
5 & 6	19.8¢ (17.4¢)	20.44¢
7 or more	20.0¢ (17.6¢)	20.64¢

*New rates include a COLA fold-in and a general increase of .6¢ per mile.

Health and Welfare: Employer Contribution - \$66 (\$60) per month per employee during the first year of the agreement and \$72 during the second year.

Pension Plan: Employer Contribution - \$85 (\$60) per month per employee during the first year of the agreement and \$110 during the second year.

Tool Allowance: Where metric tools are required for maintenance employees, the employers will discuss with the Union equitable compensation for the cost involved.

Mississauga City Corporation, Transit Department - Local 107, Transit Union (AFL-CIO/CLC) (line bus drivers, garage maintenance and service personnel):
A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	July 1/77
	General Increase	43¢
	General Serviceman	\$5.93 (\$5.50)
	Operator	\$7.43 (\$7.00)
	Licensed Mechanic/Bodyman	\$7.93 (\$7.50)

Shift Premium: 0-20¢-20¢ (0-15¢-15¢) for Garage employees.

Paid Vacation: 3 weeks after 4 (5) years' service.

Health and Welfare: Weekly Indemnity Plan - Effective November 1, 1977, benefit is \$180 per week (previously, \$147 per week). Payable on a 1-4-52 (1-4-15) basis. Former long-term disability plan is discontinued.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation - Local 767, Canadian Union of Public Employees (CLC) (maintenance employees in Metro Toronto): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 765 employees, settled at the arbitration stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	50¢
	Labourer	\$6.57 (\$6.07)
	Shift Engineer 3rd Class	\$7.75 (\$7.25)
Shift Premium:	0-27¢-27¢ (0-25¢-25¢).	
Weekend Premium:	65¢ per hour plus shift premiums, if applicable, for regularly scheduled work on Saturdays or Sundays (60¢ per hour plus shift premiums, if applicable, for regularly scheduled work on Sundays)	
Supervisory Premium:	Employees designated as "Senior" (positions of responsibility between lead hand and foreman) receive a premium of 45¢ (40¢) over their rate or over the highest rate which they supervise, whichever is greater.	
On-site Premium:	30¢ (27¢) per hour from 4:30 p.m. to midnight for employees required to live on-site.	
Paid Vacation:	3 weeks after 1 year and 4 weeks after 10 years (both unchanged) and 5 weeks (new) after 20 years.	

EDUCATION AND RELATED SERVICES

Durham Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 1,330 employees, settled at the mediation stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	5.88%
	Principals	\$1,350 per annum
	<u>Annual Rates</u>	
	Teacher Level 1 0-5 years	\$9,955-\$13,695 (\$9,400-\$12,935)
	Teacher Level 4 0-11 years	\$12,970-\$21,495 (\$12,250-\$20,300)
	Teacher Level 7 0-11 years	\$15,165-\$26,830 (\$14,325-\$25,340)

Principals

Sept. 1/77

"A" Schools* \$29,750-\$32,050
0-3 years (\$28,400-\$30,700)

"B" Schools** \$27,550-\$30,350
0-3 years (\$26,200-\$29,000)

*20 or more teachers and all Senior Public Schools.

**Less than 20 teachers.

Itinerant \$300 (\$250) for teachers who must travel daily to two or
Allowance: more schools.

Frontenac County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

NOTE: Wages are applied on a calendar-year basis and overlap the collective agreements which apply on a school-year basis. Salaries in effect during the period January 1, 1977 to August 31, 1977 of the previous agreement are extended under the new contract until December 31, 1977. The salary increases just negotiated will then take effect on January 1, 1978.

Wages: Effective

Jan. 1/78

Increase \$350 plus 4.9%, up
to a maximum of
\$2,400 per annum

Annual Rates

Teacher-Level 1 (D) \$10,325-\$13,946
0-6 years (\$ 9,500-\$12,949)

Teacher-Level 4 (A1) \$12,073-\$21,941
0-10 years (\$11,165-\$20,563)

Teacher-Level 7 (A4) \$14,446-\$26,638
0-13 years (\$13,425-\$25,036)

Cost of Living \$9 for every .1 rise in the Ottawa Consumer Price Index
Allowance: (1961=100). Triggered when the Index rises more than 6% above the May 1977 Base figure. (Previously, \$5 for every .1 rise in the Ottawa CPI (1961=100) after the Index increased more than 8% over the May 1976 Base figure.)

Teacher Minimum of 100 (60) minutes per week for the purpose of
Preparation planning, enrichment, coordination and evaluation of
Time: specialized programmes.

Haldimand Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	\$520-\$1,325
	Teacher - Category D	\$8,895-\$12,550
	0-6 years	(\$8,375-\$11,855)
	Teacher - Category A4	\$14,325-\$25,855
	0-12 years	(\$13,550-\$24,530)

Hamilton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 1,370 employees, settled at the fact finder stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher Level 1	\$8,825-\$13,261
	0-6 years	(\$8,248-\$12,393)
	Teacher Level 4	\$12,593-\$21,064
	0-11 years	(\$11,806-\$19,686)
	Teacher Level 7	\$15,111-\$26,903
	0-11 years	(\$14,151-\$25,207)

Principals

Category A	\$28,400-\$31,400
(16 or fewer teachers)	
0-5 years	
Category B	\$31,400-\$32,800
(17 or more teachers)	
0-2 years	

(Previously, 3 categories ranging from \$26,400 to \$30,800 overall. Years to maximum in each category varied from 1 to 2.)

<u>Vice Principals</u>	\$26,300-\$27,700
0-2 years	(\$24,300-\$25,700)

<u>Supervisor of Curriculum and Instruction</u>	\$32,230-\$35,100
0-2 years	(\$30,300-\$32,900)

Responsibility Staff Assistant - \$3,600 (\$3,500)

Allowances:

Consultant - \$2,500 (\$2,400)

Adjustment Counsellor - \$2,500 (\$2,400)

Certificate Applies to teachers hired after August 31, 1977 and teaching
Allowance in a special area or to teachers on staff prior to June 30,
(new): 1977 and assigned to teach in a special area after February 1,
 1978.

\$400 - elementary or intermediate certificate in special
 education.

\$600 - specialist certificate in special education.

Extra Degree: \$600 (\$500) for the first degree and \$500 for the second
 (unchanged).

Health and Employer Contribution - Employer pays 100% of premiums,
Welfare: including any future increases, for OHIP, Semi-Private
 Hospital Care, Extended Health and Group Life. (Previously,
 any mid-term premium increases were covered by the
 employees.)

Adoption Up to 3 months' leave without pay (new). Employee may
Leave: continue fringe benefit coverage at own expense. Board will
 endeavour to return employee to a comparable position.
 Paternal leave, providing 1 day's paid leave from employee's
 sick leave credits for a birth or adoption, remains unchanged.

Hamilton Board of Education - Ontario Secondary School Teachers' Federation

(OTF): A 12-month renewal agreement effective from
September 1, 1977 to August 31, 1978, covering 1,135
employees, settled at the fact finder stage. Duration of
negotiations - 9 months.

Wages: Effective Sept. 1/77

Annual Rates

Teacher Category 1 \$12,593-\$21,064
0-11 years (\$11,880-\$19,872)

Teacher Category 4 \$15,111-\$26,903
0-11 years (\$14,256-\$25,380)

Principals

Vocational Secondary \$32,420-\$35,200
Schools (\$30,300-\$32,900)
0-2 years

Composite Secondary and \$34,140-\$37,300
Grade 13 Schools (\$32,200-\$35,200)
0-2 years

Vice Principals

Composite Secondary \$30,740-\$32,540
Schools (\$29,000-\$30,700)
0-2 years

Sept. 1/77

Supervisor of Curriculum and Instruction \$32,230-\$35,100
 (\$30,300-\$32,900)
 (Education Centre)
 0-2 years

Responsibility
 Allowances:

Dean - \$2,500 (\$2,400)

Major Head - \$2,500 (\$2,400)

Minor Head - \$1,450 (\$1,400)

Assistant to the Head - \$1,250 (\$1,200)

Major Chairman (English, Mathematics) - \$1,800 (\$1,700)

Minor Chairman - \$1,250 (\$1,200)

Special
 Allowance/
 Vocational
 Schools:

Teachers in the employ of the Board prior to September 1, 1977 receive a \$600 special allowance (unchanged). New teachers will receive an allowance ranging from \$200 to \$600, depending on type of special education certificate held.

Extra Degree
 Allowance:

\$600 (\$500) for the first degree and \$500 additional for the second (unchanged).

Summer Schools: Certificated Teacher

New Credit Course		\$1,500 (\$1,050)
Remedial Credit Course	1 course	\$ 750 (\$ 700)
	2 courses	\$1,500 (\$1,300)

Co-Principal of Summer School \$1,000 (\$650-\$800)

Evening
 Schools:

Certified Teacher \$14 (\$13) per hour

Supervisor \$2,250 (\$1,950-\$2,050)

Assistant Supervisor \$2,000 (\$1,725-\$1,825)

Health and
 Welfare:

Employer Contribution - The employer pays 100% of the premiums, including any future increases, for OHIP, Semi-Private Hospital Care, Extended Health and Group Life. (Previously, any mid-term premium increases were covered by the employee.)

Life Insurance - Twice annual salary, to a maximum of \$40,000 (\$30,000).

Hamilton-Wentworth Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 1,100 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/77

Annual Rates

Teacher Category D \$8,871-\$12,973
0-6 years (\$8,456-\$12,344)

Teacher Category A1 \$11,982-\$20,870
0-11 years (\$11,405-\$19,829)

Teacher Category A4 \$14,470-\$26,162
0-11 years (\$13,764-\$25,035)

Years of related trade or professional experience will be recognized at the rate of \$250 (\$200) per year.

Principal \$25,647-\$30,999
(\$23,747-\$29,800)

Co-Ordinator (new) \$25,647-\$30,999

Responsibility Vice-Principal - \$3,150, with years of experience as a vice-
Allowances: principal recognized for placement on the salary schedule.
(Previously, \$2,550-\$3,150, plus \$200 per year of experience
in addition to grid adjustment.)

Acting Head of Department - \$1,800 (\$1,200).

Other Responsibility Allowances were unchanged.

Travel 21¢ (20¢) per mile or \$20 (\$18) per month.
Allowance:

Kent County Board of Education - Federation of Women Teachers' Associations
of Ontario and Ontario Public School Men Teachers' Federation
(OTF): A 12-month renewal agreement effective from
September 1, 1977 to August 31, 1978, covering 600 employees,
settled at the bargaining stage. Duration of negotiations - 9
months.

Wages: Effective Sept. 1/77

Teacher Level 1 \$9,700-\$13,375
0-5 years (\$8,900-\$12,525)

Teacher Level 4 \$12,420-\$20,520
0-10 years (\$11,300-\$19,300)

Teacher Level 7 \$14,860-\$25,960
0-12 years (\$13,600-\$24,400)

Principals

"A" Schools \$29,000-\$31,775
0-3 years (\$27,200-\$29,975)

"B" Schools \$28,000-\$30,775
0-3 years (\$26,200-\$28,975)

"C" Schools \$27,000-\$29,775
0-3 years (\$25,200-\$27,975)

Health and
Welfare:

Life Insurance - \$90,000 (\$60,000) coverage.

A.D. & D. - \$60,000 (unchanged).

Dental Plan (new) - Employer pays 50% of the cost for basic preventative coverage for employees and their dependents.

Lakehead District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (OTF): A 12-month renewal agreement effective from September 1, 1977 to October 31, 1978, covering 339 employees settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:

Effective

Sept. 1/77

General
Increase

8.23%*

Teacher - Level D
0 - 5 years

\$9,950-\$13,400
(\$9,300-\$12,400)

Teacher - Level A-4
0 - 11 years

\$15,000-\$25,300
(\$13,650-\$23,400)

* Note: Increase is subject to approval by the Anti-Inflation Board.

Lincoln County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 945 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Holdback:

A portion of the wage increases reflected below will be held in abeyance pending Anti-Inflation Board review.

Wages:

Effective

Sept. 1/77

General Increase

8.33%

Annual Rates

Teacher Level 1
0-6 years

\$10,100-\$14,437
(\$ 9,323-\$13,327)

Teacher Level 4
0-10 years

\$12,993-\$21,769
(\$11,994-\$20,095)

Teacher Level 7
0-11 years

\$15,630-\$27,471
(\$14,428-\$25,359)

Levels 1 through 7 of the salary grid as revised September 1, 1977 will be further adjusted September 1, 1978 by the amount (as a percentage) that the Consumer Price Index has increased during the contract year. The adjusted amount will be the base upon which the next set of negotiations will build.

Cost of Living Allowance: An amount equivalent to a rise in the Consumer Price Index in excess of 8.33% during the period August 1977 to August 1978 will be paid as a lump sum in October 1978.

(The previous formula, which required an 8% rise in the CPI to trigger COLA, did not activate.)

Responsibility Allowances: Principals

Group A \$5,072 plus 3 annual increments of \$572
1-13 Teaching Areas

Group B \$7,101 plus 3 annual increments of \$572
14 or more Teaching Areas

(Previously, 3 Groups with allowance ranging from 9% to 28% of maximum of Level 7 Teacher, plus 3 annual increments of \$572.)

Health and Welfare: Life Insurance for Spouse and Dependents (new) - The Board will administer a plan providing \$10,000 coverage for spouse and \$5,000 for each dependent child. Employee pays the full premium.

Dental Plan - Employer pays 80% (50%) of the premiums. Coverage will continue to be based on the Ontario Dental Association latest fee schedule.

Tenure (new): Permanent contract employees are guaranteed a position. Contracts will not be terminated because of falling enrolment or unavailability of classes. Staff reductions will be by normal attrition only.

Any designation of employees as surplus will be made in accordance with established qualifications, position, seniority, and experience.

Surplus employees will be offered any available positions prior to hiring new employees. Failure to accept a position terminates any further obligation by the employer. Surplus employees not re-allocated will be assigned to a central supply pool at full salary.

Lincoln County Board of Education - Ontario Secondary School Teachers'

Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 770 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Holdback: A portion of the wage increase reflected below will be held in abeyance pending Anti-Inflation Board review.

Wages: Effective Sept. 1/77

General Increase 8.33%

Annual Rates

Teacher Category 1 \$12,993-\$21,769
0-10 years (\$11,994-\$20,095)

Sept. 1/77

Teacher Category 4	\$15,630-\$27,471
0-11 years	(\$14,428-\$25,359)

Categories 1 through 4 of the salary grid as revised September 1, 1977 will be further adjusted September 1, 1978 by the amount (as a percentage) that the Consumer Price Index has increased during the contract year. The adjusted amount will be the base upon which the next set of negotiations will build.

Other Changes: Provisions respecting COLA, Life Insurance for Spouse and Dependents and Dental Plan are the same as for the Elementary School agreement reported above.

London Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and L'Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

AIB Rollback/
Previous
Agreement: The salary grids of the previous agreement, as reported in May, 1976, were reduced in compliance with rulings from the Anti-Inflation Board. Rates shown in brackets below represent the revised amounts for the last period of the former agreement.

Wages: Effective Sept. 1/77

Annual Rates

Teacher Category D	\$10,560-\$14,200
0-9 years	(\$9,920-\$13,360)

Teacher Category A1	\$11,600-\$19,900
0-10 years	(\$10,940-\$18,620)

Teacher Category A4	\$14,100-\$26,200
0-10 years	(\$13,290-\$24,510)

<u>Principal</u>	\$30,400-\$32,000
0-3 (4) years	(\$28,500-\$30,000)

Vice Principal - \$28,000-\$28,800
(Previously, grid position plus an allowance of \$2,200-\$3,000.)

Cost of Living Allowance: Deleted. The previous formula did not generate an allowance.

Responsibility Allowance: Consultant - \$2,700-\$3,200 (\$2,500-\$3,000)
0-1 year

Sick Leave Compensation: New teachers, commencing employment after January 1, 1977, will be entitled to the following coverage:

- 20 paid sick leave days per year with no year-to-year accumulation, followed by
- Income Continuation Plan with benefits equal to 75% of gross salary per day for a maximum of 55 school days, followed by

- c) a new L.T.D. program which commences after 105 consecutive calendar days of absence due to illness, subject to the approval of the carrier.

(Existing employees will continue to be covered by the present plan which permits paid sick leave accumulation of 240 days for the purpose of sick leave gratuity in addition to an on-going L.T.D. program.)

London and Middlesex County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	7.2%
	Teacher - Level D 2-8 years	\$10,408-\$13,980 (\$ 9,709-\$13,041)
	Teacher - Level A4 0-10 years	\$13,878-\$25,511 (\$12,946-\$23,798)
Education Leave:	Discontinued.	
Retirement Gratuity Plan:	Discontinued for employees hired after September 15, 1977.	
Health and Welfare:	<u>Dental Plan</u> - Employer pays 70% (80%) of extended (basic) dental plan.	

Metropolitan Toronto School Board and Boards of Education for the Boroughs of East York, Etobicoke, North York, Scarborough, York and Toronto City - Ontario Secondary School Teachers' Federation and L'Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 9,055 employees, settled at the mediation stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher Group I 0-10 years	\$12,590-\$21,670 (\$11,575-\$19,923)
	Teacher Group IV 0-10 years	\$15,133-\$26,997 (\$13,913-\$24,820)

The minimum and maximum steps of each group have been increased by 8.77%. In order to achieve a more uniform spread between steps, increases to steps between the minimum and maximum vary.

The above rates for the previous agreement (shown in brackets) do not include a \$100 lump sum payment made September 1, 1976 or the cost of living adjustment paid as an unincorporated allowance.

<u>Principals</u>	<u>Sept. 1/77</u>
Secondary Schools	\$34,690-\$37,534
0-3 years	(\$32,444-\$35,116)
Junior High School	\$33,119-\$35,966
0-3 years	(\$30,830-\$33,501)

<u>Vice-Principals</u>	
Secondary Schools	\$29,825-\$32,674
0-3 years	(\$27,547-\$30,218)
Junior High School	\$28,402-\$31,251
0-3 years	(\$26,546-\$29,217)

<u>Co-ordinators</u>	
12-Month Term	\$33,119-\$35,966
0-3 years	(\$31,109-\$33,780)
10-Month Term	\$29,825-\$32,674
0-3 years	(\$28,215-\$30,886)

<u>Assistant Co-ordinators</u>	
12-Month Term	\$30,776-\$33,622
0-3 years	(\$29,105-\$31,777)
10-Month Term	\$28,402-\$31,251
0-3 years	(\$26,546-\$29,217)

Cost of Living Allowance: Deleted. The previous formula generated an average allowance equal to 1.9% of the salary grid for September 1976-August 1977.

Health and Welfare: Dental Plan (new) - Effective January 1, 1978 coverage for basic, preventative, periodontal, endodontic, surgical and denture work will be provided, based on the 1977 Ontario Dental Association fee schedule. The employer pays 75% of the premiums.

Metropolitan Toronto Separate School Board - Local 1280, Canadian Union of Public Employees (CLC) (maintenance, service and plant employees): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 700 employees, settled at the mediation stage. Duration of negotiations - 5 months.

<u>Wages:</u>	<u>Effective</u>	<u>July 1/77</u>
General Increase		7.5%*
Matron		\$4.87 (\$4.51)

July 1/77

Assistant Caretaker	\$6.09 (\$5.65)
Truck Driver	\$6.21 (\$5.75)
Head Caretaker	\$6.47-\$7.22 (\$6.01-\$6.72)
Carpenter, Senior	\$9.16 (\$8.52)

*Various classifications received additional minor adjustments.

Shift Premium: 0-24¢-24¢ (0-22¢-22¢).

Weekend Duty Hourly Rate: Employees designated for weekend duty as a Permit Supervisor will receive the rate of pay for an Assistant Caretaker calculated at the appropriate overtime rate for Saturday and Sunday. (Previously, the overtime calculations were applied against the rate of the employee's regular classification.)

Health and Welfare: Dental Plan - Coverage is based on the 1977 (1975) Ontario Dental Association fee schedule.

Metropolitan Toronto Separate School Board - Local 1328, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): An 18-month renewal agreement effective from July 1, 1977 to December 31, 1978, covering 386 employees, settled at the conciliation officer stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>July 1/77</u>	<u>July 1/78</u>
	General Increases	5.9%, to the nearest 10¢	4% of June 30, 1977 rates, to the nearest 10¢
	Mail Clerk #2	\$128.10-\$153.60 (\$121.00-\$145.00)	\$132.90-\$159.40
	Clerk Typist	\$132.40-\$163.10 (\$125.00-\$154.00)	\$137.40-\$169.30
	Sr. Buyer	\$271.10-\$335.70 (\$256.00-\$317.00)	\$281.30-\$348.40

Probationary period is 6 months. Maximum rates are reached on merit.

Cost-of-Living Allowance: 1% for each 1% increase in the Consumer Price Index, where 1961 equals 100 and the base Index month is July 1978 (previously, July 1976). Trigger is 4% (6%). To be adjusted quarterly.

Call-back Pay: Minimum of 3 hours' pay at the appropriate prorated overtime (previously, hourly) rate.

Overtime Pay: Double time (previously, time and one-half) for authorized work on Sunday.

Paid Vacation: Effective in the 1978 vacation year, 5 weeks after 20 (27) years' service and 6 weeks (new) after 30 years.

Bereavement Leave: 2 paid days of leave for the employee to attend the funeral of his uncle, aunt, grandparent, mother-in-law, father-in-law, brother-in-law, son-in-law, daughter-in-law or sister-in-law. (Previously, up to 5 paid days' leave for mother-in-law, father-in-law or any grandparent. New for other relatives listed.)

Health and Welfare: Dental Plan - Payments are based on the 1977 (1975) Ontario Dental Association fee schedule.

Pension Plan: All part-time employees are entitled to contributions by the Board to OMERS, but not for any past service (new).

Car Allowance: Effective July 1, 1977, \$100 (\$90) per month plus the cost of gasoline and oil and lubrication. Effective July 1, 1978, \$110 per month.

Muskoka Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 245 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages: Effective Sept. 1/77

General Increase 5.56%

Teacher Cat. 1 \$8,910-\$13,133
0-5 years (\$8,441-\$12,441)

Teacher Cat. 7 \$13,692-\$25,219
0-13 years (\$12,971-\$23,891)

Health and Welfare: Long-Term Disability Plan - Employer pays 100% of cost of premiums (Unchanged from policy prior to December, 1976. Employee has been paying 100% of cost of premiums since December, 1976 due to restrictions imposed by the Anti-Inflation Board.)

Extra Degree Allowance: \$700 (\$665).

Responsibility Allowances: Principals and Vice-Principals -

	<u>Enrolment</u>	<u>Principals</u>	<u>Vice-Principals</u>
A Schools	400 +	\$7,060	\$3,540
B1 Schools	301 - 400	\$5,760 (\$5,360)	\$2,340 (\$2,140)
B2 Schools	201 - 300	\$5,760 (\$5,360)	\$1,856 (\$1,456)
C Schools	101 - 200	\$3,360 (\$3,060)	\$ 540 (\$ 440)
D Schools	25 - 100	\$1,460 (\$1,360)	\$ 130 (\$ 115)

Divisional Co-ordinators and Consultants - Allowance is paid on the basis of T.S. Points or multiples thereof. T.S.1 equals \$875 (previously, \$825).

Nipissing Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 5½ months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	6%, on the average
	Teacher Category 1-D 0-5 years	\$9,800-\$12,480 (\$8,950-\$11,630)
	Teacher Category 7-A4 0-11 years	\$15,600-\$27,125 (\$14,500-\$25,700)
Cost-of-Living Allowance:	1/10th of annual salary times the percentage rise in the Consumer Price Index above 6%, where 1971 equals 100 and the base Index month is July, 1977. The percentage applied each month to 1/10th of the annual salary shall not be less than 0%, or exceed 4%. (Previously, 1% for each 1% rise in the Consumer Price Index, rounded to the nearest tenth, with a trigger of 8%. Provision generated no monies during the term of the previous agreement.)	
Education Allowance:	Allowance of \$500 for either Master's or Doctorate Degree, but not both, is eliminated for all new employees.	

Nipissing Board of Education - District 33, Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 447 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	6%, on the average
	Teacher Category A1-1 0-11 years	\$13,100-\$21,350 (\$12,080-\$20,150)
	Teacher Category A4-4 0-11 years	\$15,600-\$27,125 (\$14,500-\$25,700)
Cost-of-Living Allowance:	1/10th of annual salary times the percentage rise in the Consumer Price Index above 6%, where 1971 equals 100 and the base Index month is July, 1977. The percentage applied each month to 1/10th of annual salary shall not be less than 0%, or exceed 4%. (Previously, 1% for each 1% rise in the Consumer Price Index, rounded to the nearest tenth, with a trigger of 8%. Provision generated no monies during the term of the previous agreement.)	
Paid Leave:	1 day's paid leave (new) in the event of the birth or adoption of a son or a daughter.	

Responsibility Principals and Co-ordinators (Night School):
Allowances:

<u>Enrolment</u>	<u>Salary</u>
Under 200	\$1,400 (\$1,300)
200 - 499	\$1,700 (\$1,600)
500 - 999	\$2,300 (\$2,100)
1,000 - 1,999	\$2,800 (\$2,600)
2,000 - 2,999	\$3,400 (\$3,100)
3,000 or over	\$3,900 (\$3,600)

Principal's Salary (Summer School) - \$3,300 (\$3,100).

Directors (Commercial & Technical) - \$2,800 (\$2,600).

Major Department Head - \$2,650 (\$2,450).

Minor Department Head - \$1,500 (\$1,400).

Assistant Department Head - \$1,400 (\$1,300).

Norfolk Board of Education - District #47, Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 237 employees, settled with mediation assistance. Duration of negotiations - 6½ months.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 1/77</u>
Increase		7.2%, on the average
Teacher Category 1		\$12,600-\$20,700
0-10 years		(\$11,610-\$19,360)
Teacher Category 4		\$15,000-\$26,000
0-10 years		(\$13,910-\$24,400)

Cost-of-Living Allowance (new): .2% for each .2% rise in the Consumer Price Index, where 1971 equals 100. The August 1978 Index must rise 8% above the August 1977 Index before the provision triggers.

Responsibility Allowances: Allowances previously paid as a percentage of the maximum rate for Teacher Category 4 (\$24,400 in the 1976-1977 agreement) shall now be paid as a flat amount as follows:

Director	\$ 2,450 (10.7%)
Major Head	\$ 2,300 (9.4%)
Intermediate Head	\$ 1,700 (6.9%)
Minor & Ass't. Head	\$ 1,100 (4.7%)
Extra degree (subj. field)	\$ 600 (2.8%)
(other)	\$ 400 (1.7%)
(maximum)	\$ 800 (3.5%)
Principal (maximum)	\$35,500 (143%)
Vice-Principal (maximum)	\$31,400 (125%)
(3rd year)	\$30,500 (122%)
(2nd year)	\$29,600 (119%)
(1st year)	\$28,700 (116%)

Peel Board of Education - Local 1628, Canadian Union of Public Employees (CLC)
(office and clerical employees): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 455 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/77</u>
	General Increase	8%
	Level 1 (includes Mail Clerk)	\$4.08-\$4.64 (\$3.78-\$4.30)
	Level 7 (includes Senior Secretary in Secondary School)	\$6.56-\$7.49 (\$6.08-\$6.94)

Probationary period is 3 months. Maximum rates are reached after one 6-month and two 12-month increases.

Paid Holidays: If proclaimed a holiday, Heritage Day is added for a total of 12 (11) days.

Peel Board of Education - Employees' Association (Ind.) (custodial, maintenance and printing staff, storekeepers, cafeteria help and school bus drivers): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 362 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/77</u>
	Increase	10% for cafeteria workers; \$550 for Matrons; \$1,000 for all other classifications
	Cafeteria Worker	\$3.87 (\$3.52)
	Matron (Full-time)	\$8,058-\$9,519 (\$7,508-\$8,969)
	Assistant Custodian (Full-time)	\$11,602-\$12,740 (\$10,602-\$11,740)
	Tradesman with Special Qualifications	\$19,794 (\$18,794)

Probationary period is 6 months. Maximum rates for Matron and Assistant Custodian are reached after one 1-year increase.

Overtime Pay: Employee receives the regular overtime rate for authorized overtime on Sundays and statutory holidays occasioned by the use of the school by outside organizations. (Previously, employee received \$10.50 per hour.)

Paid Holidays: If proclaimed a holiday, Heritage Day is added for a total of 12 (11) days.

Paid Vacation: 4 weeks after 10 (11) years' service.

Health and Welfare: Life Insurance, OHIP and Extended Health Care Plan - Employer pays 90% of cost of premiums at time of signing. (Previously, 80% of cost of premiums.)

Allowances: Floor Cleaning - \$37.50 (\$35.00) per classroom per year for Custodians in some schools.

Heating Season - \$100 (\$70) per year for Head Custodians and Building Supervisors in schools with oil or gas-fired boilers.

Summer Playground - \$20 (\$15) per week for Custodians looking after a recreation summer playground.

Uniform Replacement - \$84 (\$80) per year, except for a) Cafeteria Workers who receive \$47.25 (\$45) per year, b) maintenance employees who receive \$94.50 (\$90) per year and c) Matrons who receive \$42 (\$40) per year.

Peterborough-Victoria-Northumberland & Newcastle Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (OTF):
A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 295 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	7.5%
	Teacher Level 1 0-5 years	\$9,460-\$12,363 (\$8,800-\$11,500)
	Teacher Level 7 0-12 years	\$14,298-\$25,988 (\$13,300-\$24,175)

Responsibility	Principal (Elementary):	
Allowances:	0-250 pupils	\$3,800 (\$3,500) per year
	251-350 pupils	\$4,800 (\$4,500) per year
	351 pupils & up	\$5,300 (\$5,000) per year

Senior Teacher: \$1,100 (\$1,000) per year

Teacher in Charge: \$250 (\$200) per year

Consultant: Minimum of \$1,400 (\$1,200) with annual increments of \$500, to a maximum of \$2,400 (\$2,200) per year.

Health and Welfare: A. D. and D. - Coverage is 3 (previously, 2) times annual salary.
Major Medical Plan (new) - Employer pays 50% of cost of premiums for plan with \$10/\$20 deductibles.

This settlement has been approved by the Anti-Inflation Board.

Prescott-Russell County Roman Catholic Separate School Board - Association des Enseignants Franco-Ontariens and Ontario English Catholic Teachers' Association (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering

392 employees, settled with mediation assistance. Duration of negotiations - 5½ months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	6.34%, on the average
	Teacher D	\$8,620-\$12,575
	0-7 years	(\$8,125-\$11,985)
	Teacher A4	\$14,025-\$24,145
	0-10 years	(\$13,400-\$23,285)
Sick Leave:	Employees may accumulate 100% (previously, 75%) of unused sick leave credits.	
Health and Welfare:	<u>Life Insurance, OHIP, Semi-Private Hospitalization and Extended Health Care Plan (including drugs)</u> - Employer pays 90% (75%) of cost of premiums.	
	<u>Dental Plan</u> - Employer pays 60% (50%) of cost of single coverage premiums for Blue Cross Dental Plan #9. Payments are based on the 1977 Ontario Dental Association fee schedule.	

Stormont, Dundas and Glengarry County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	7.5%, rounded to the nearest \$100
	<u>Annual Rates</u>	
	Teacher-Class I	\$10,000-\$12,900
	0-6 years	(\$ 9,300-\$12,000)
	Teacher-Class IV	\$12,300-\$20,200
	0-12 years	(\$11,400-\$18,800)
	Teacher-Class VII	\$14,700-\$23,400
	0-12 years	(\$13,700-\$21,800)
Additional Annual Allowance:	A \$500 increase will apply to the allowances for principals, vice-principals and consultants.	
Health and Welfare:	<u>OHIP</u> - Employer pays 90% (80%) of the premium.	
	<u>Extended Health Plan</u> - Employer pays 90% (75%) of the premium.	
	<u>Ontario Blue Cross Dental Plan No. 7</u> - Employer pays 90% (50%) of the premium.	
	<u>Sick Leave</u> - 210 (190) days maximum accumulation.	
Personal Leave:	1 day's paid leave per year when required for reasons of emergency (new).	

Toronto City Board of Education - Local 134, Canadian Union of Public Employees (CLC) (caretakers and maintenance employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 700 employees, settled at the mediation stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Average Increase	7.8%
	Caretaker (Cleaner over 6 months)	\$6.07 (\$5.63)
	Skilled Helper	\$6.33 (\$5.87)
Paid Vacation:	4 weeks after 11 (13) years. Also 3 weeks after 1 year, 5 weeks after 20 years and 6 weeks after 30 years (unchanged).	
Health and Welfare:	<u>Life Insurance</u> - Employer pays 100% (75%) of premium for the first \$25,000 coverage.	
Ten-Month Employee Contracts (new):	The employer may fill a number of positions (up to 6% of the employees in the bargaining unit) with 10-month contract employees. The Board will maintain its share of premium payments for insurance programs during the 2-month summer interruption. Seniority will not be broken during this period.	

Wellington County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 740 teachers, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher Category D 0-6 years	\$9,500-\$13,200 (\$9,000-\$12,400)
	Teacher Category A1 0-10 years	\$13,000-\$21,350 (\$12,000-\$19,450)
	Teacher Category A4 0-11 years	\$14,900-\$26,300 (\$13,900-\$24,400)
Responsibility Allowances:	<u>Principals</u>	
	Group 1 4-9 teachers 0-8 years	\$2,150-\$5,950 (\$2,050-\$5,550)
	Group 2 10-19 teachers 0-8 years	\$2,750-\$6,550 (\$2,650-\$6,150)

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Group 3	\$3,250-\$7,150
20 or more teachers	(\$3,150-\$6,750)
0-8 years	
<u>Vice Principal</u>	\$1,650-\$2,450
0-4 years	(\$1,550-\$2,350)
<u>Consultant</u>	\$2,000-\$3,800
0-6 years	(\$1,900-\$3,700)
<u>Asst. Consultant</u>	\$1,200
	(\$1,000)

Wellington County Board of Education - Ontario Secondary School Teachers'

Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 510 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/77

Annual Rates

Teacher Group 1	\$13,000-\$21,350
0-10 years	(\$12,000-\$19,450)
Teacher Group 4	\$14,900-\$26,300
0-11 years	(\$13,900-\$24,400)

Principals

"B" Schools	\$33,000-\$35,200
0-500 students	(\$30,700-\$32,900)
0-3 years	
"A" Schools	\$33,600-\$36,350
over 500 students	(\$31,300-\$34,050)
0-4 years	

<u>Vice Principal</u>	\$29,500-\$31,900
0-4 years	(\$27,400-\$29,800)

Wellington County Separate School Board - Ontario English Catholic Teachers' Association and L'Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 6½ months.

Wages: Effective Sept. 1/77

Increase	5%, on the average
Teacher I	\$9,135-\$13,293
0-6 (7) years	(\$8,618-\$12,784)
Teacher VII	\$14,085-\$25,889
0-13 (14) years	(\$13,287-\$24,896)

Responsibility Allowances: Principal - Basic allowance is \$1,956 (\$1,863) per year in schools with less than ten rooms and \$2,478 (\$2,360) per year in schools with 10 or more rooms.

Vice-Principal - Basic allowance is \$1,247 (\$1,188) per year.

Supervisor - \$3,112 (\$2,964) per year.

Curriculum Co-ordinator - \$2,574 (\$2,451) per year.

HEALTH AND WELFARE SERVICES

Hotel Dieu Hospital at St. Catharines - Ontario Nurses' Association (Ind.) (registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 200 employees settled at the bargaining stage. Duration of negotiations - 12 months.

Wages: Special Hiring Rate (new) - Effective October 1, 1976 for the period ending September 30, 1977, Registered Staff Nurses hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. Registered Staff Nurses hired at the special hiring rate automatically proceed to the salary grid upon completion of 6 months' service and are treated as having completed 6 months' service at the first step in the grid.

The desirability of maintaining a special hiring rate will be reviewed at the expiry of the agreement.

Effective	Oct. 1/76	Oct. 1/77
General Increases	\$93 per month*	\$75 per month
Registered Staff Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Registered Nurse- Part-time	\$55.75-\$64.99 (\$51.46-\$60.69)	\$59.22-\$68.45

Probationary period is 60 tours worked. Maximum rates are reached after seven 1-year increases.

Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium: Effective upon signing of agreement, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55)

Standby Pay: Effective upon signing of agreement, \$10.00 (\$9.00) per completed tour.

Paid Holidays: 1 floating day is added in each year of the agreement for a total (unchanged) of 11 days. As in the previous agreement, this floating day is non-cumulative and must be re-negotiated for each new contract.

Paid Vacation: Effective in 1978, 5 weeks and 10% vacation pay after 22 years (new).

Vacation Pay: Effective in 1978, vacation pay is 8% (6%) for a regular part-time nurse and 6% (4%) for a casual part-time nurse.

Responsibility \$2.00 (\$1.00) per evening or night tour for General Duty Nurse
Allowance: designated Nurse-in-Charge.

Mount Sinai Hospital at Toronto - Local 204, Service Employees (AFL-CIO/CLC)
(office and clerical employees): A 12-month first agreement effective from January 1, 1977 to December 31, 1977, covering 200 employees, settled at the arbitration stage. Duration of negotiations - 9 months.

Wages: Effective Jan. 1/77

General Increase	31¢*
Additional Adjustments	Some reclassifications.
Clerk-Typist I	\$4.21 (\$3.90)
Dispatcher	\$5.21 (\$4.90)

*Note: Increase is subject to approval by the Anti-Inflation Board.

Shift Premium: Effective April 1, 1977, \$1.55 (\$1.40) per shift.

Paid Holidays: 1 floating day is added for a total of 11 (10) days. This new floating day will be replaced by Heritage Day, if proclaimed a holiday.

Paid Vacations: 3 weeks after 4 (5) years' service and 4 weeks after 13 (15) years.

Peel Memorial Hospital at Brampton - Local 43, Ontario Nurses' Association (Ind.)
(registered and graduate nurses, full and part-time, and teachers):
A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 402 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages: Special Hiring Rate (new) - Effective October 1, 1976 for the period ending September 30, 1977, General Duty-Registered Nurses hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service the minimum rates shown below are paid.

The desirability of maintaining a special hiring rate will be reviewed at the expiry of the agreement.

	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
General Duty-Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
General Duty-Registered Nurse (Part-time)	\$61.33 (\$56.60)	\$65.14

Oct. 1/76

Oct. 1/77

Asst. Head Nurse \$1,257.94-\$1,460.38** \$1,332.94-\$1,534.91
 (\$1,161.80-\$1,361.80)

** Note: The difference between Asst. Head Nurse and Registered General Duty Nurse rates at the start step in the salary range is \$49.94 per month. The differential of \$49.94 is maintained at each of the corresponding steps on the two salary ranges.

Probationary period is 60 worked tours or 3 months. Maximum rates are reached after six 1-year increases.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premium: Effective April 4, 1977, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Call-in Pay: Effective September 21, 1977, minimum of 4 (3) hours' pay at regular rate.

Standby Pay: Effective September 21, 1977, full-time nurses on standby for a 24-hour period on a paid holiday receive a paid lieu day (new) in addition to standby pay of \$1.34 per hour.

Overtime Pay: Effective September 21, 1977, part-time nurses receive pay at double time for overtime hours on a premium day (new).

Paid Holidays: Heritage Day, or some other day, if proclaimed as a statutory holiday will replace the February holiday, for a total (unchanged) of 11 days for full-time employees.

Holiday Pay: Effective September 21, 1977, the February holiday, Boxing Day and Civic Holiday are added to holidays for which part-time employees working them receive pay at time and one-half.

Paid Vacations: Effective in 1976, 5 weeks (new) after 25 years' service.
 Effective in 1977, 5 weeks after 22 years' service.

Crown Witness Leave (new): Employee receives the difference between regular pay and crown witness pay.

Royal Victoria Hospital of Barrie, Inc. - Ontario Nurses' Association (Ind.)

(registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 234 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages: Special Hiring Rate (new) - Effective August 29, 1977 for the period ending September 30, 1977, Registered Staff Nurses hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. Registered Staff Nurses hired at the special hiring rate automatically proceed to the salary grid upon completion of 6 months' service and are treated as having completed 6 months' service at the first step in the grid.

The desirability of maintaining a special hiring rate will be reviewed at the expiry of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Registered Nurse-Part-time	\$57.35-\$67.22 (\$54.55-\$64.33)	\$63.95-\$73.92
Assistant Head Nurse	\$1,251.69-\$1,457.94 (\$1,155.95-\$1,361.80)	\$1,326.69-\$1,532.94

** Note: The difference between Assistant Head Nurse and Registered Nurse rates at the start step in the salary range is \$43.94 per month. The percentage differential represented by this \$43.94 is maintained at each of the corresponding steps on the two salary ranges.

Probationary period is 60 tours worked. Maximum rates are reached after seven 1-year increases.

* Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium: Effective August 29, 1977, 0 - \$1.65 - \$1.65 (0 - \$1.55 - \$1.55).

Standby Pay: Effective August 29, 1977, \$9.00 (\$8.50) per completed tour.
Effective October 1, 1977, \$10.00.

Paid Holidays: 1 floating day is added in each year of the agreement for a total (unchanged) of 11 days. As in the previous agreement, this floating day is non-cumulative and must be re-negotiated for each new contract.

Paid Vacation: Effective October 1, 1976, 5 weeks (new) after 25 years' service. Effective October 1, 1977, 5 weeks after 22 years.

Toronto Western Hospital - Ontario Nurses' Association (Ind.) (full-time and part-time nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 585 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
	<u>Annual Rates*</u>		
Graduate Nurse 0-3 years		\$13,794-\$14,466 (\$12,678-\$13,350)	\$14,694-\$15,366
Registered Nurse 0-7 years		\$14,496-\$16,896 (\$13,380-\$15,780)	\$15,396-\$17,796
Assistant Head Nurse 0-7 years		\$15,125-\$17,900 (\$13,970-\$16,721)	\$16,025-\$18,800

*Based on a 38 3/4-hour week (unchanged).

Education Allowance:	In addition to the above salaries, monthly preparation premiums ranging from \$15 to \$80 for specified academic qualifications will continue to be paid to designated positions.
Tour Differential:	\$1.65 (\$1.55) per tour and 21.3¢ (20¢) for each extended hour.
Paid Vacation:	3 weeks after 1 year, 4 weeks after 3 years (both unchanged), 5 weeks (new) after 25 years in the first year of the agreement and 22 years in the second year.
Health and Welfare:	<u>Sick Leave</u> - Effective January 1, 1978, accumulation is at the rate of 1 1/2 days (1 day) per month. <u>Semi-Private Hospitalization (new)</u> - Employer pays 100% of cost of premium.
Part-time Nurses:	<u>Rate of Pay</u> - Continues to be apportioned from the comparable full-time rates. <u>Pay in Lieu of Benefits</u> - Effective during the first year of the agreement an amount equal to 7% (6%) of daily tour rate. 8% during the second year.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. at Chalk River and Deep River - Atomic Energy Allied Council (AFL-CIO/CLC) (various unions): A 12-month renewal agreement effective from June 1, 1977 to May 31, 1978, covering 910 employees, settled at the conciliation commissioner stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 1/77</u>
	General Increase	6%
	Labourer	\$5.41 (\$5.10)
	Electrician	\$7.71 (\$7.27)
Shift Premium:	0-21¢-28¢ (0-19¢-26¢).	
Sunday Premium:	80¢ (75¢) per hour.	
Health and Welfare:	<u>Hospital-Medical</u> - Employer contributes \$15.50 (\$11) per month for single coverage and \$30.75 (\$22) for family coverage for OHIP, Blue Cross Semi-private Hospital Supplement and Extended Health Care Plan.	
Retirement Compensation:	\$130 (\$100) per completed year of continuous service, on retirement on immediate unreduced pension.	
Safety Shoe Allowance:	\$22.50 (\$18) over an 18-month period.	
Meal Allowance:	\$2.50 (\$1.50).	

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River
- Local 1568, Canadian Labour Congress (CLC): A 12-month renewal agreement effective from August 1, 1977 to July 31, 1978, covering 475 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Aug. 1/77</u>
	Increases	\$435-\$1,250
	Range T2 (includes Design Detailer 2)	\$8,365-\$12,175 (\$7,930-\$11,530)
	Range T7 (includes Research/ Development Technologist 7)	\$21,645-\$24,135 (\$20,525-\$22,885)

Shift Premium: 0 - \$1.70 - \$2.25 (0 - \$1.55 - \$2.05).

Sunday Premium: \$6.40 (\$6).

Health and Welfare: OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays \$15.50 (\$11) per month for single coverage and \$30.75 (\$22) per month for family coverage.

TAS Communications Services at Toronto - Local C-16, Communications Workers of Canada (CLC): A 24-month renewal agreement effective from June 27, 1977 to June 24, 1979, covering 250 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>June 27/77</u>	<u>June 26/78</u>
	Increases	19¢, except on the start rate	13¢, except on the start rate
	Answering Service Operator	\$2.65-\$4.45 (\$2.65-\$4.26)*	\$2.65-\$4.58

* Previous rates, with the exception of the start rate, reflect COLA fold-ins made during the term of the 1975-1977 agreement and totalling 41¢.

Probationary period is 90 calendar days. Maximum rates are reached after increments at 3, 6, 12, 24, 36, 48 and 60 months.

Cost-of-Living Allowance: In June, 1979, payment shall be made of 1¢ per hour for each .5 increase in the Consumer Price Index between February and May, 1977. 1961 equals 100. (Formula is unchanged. Previously, adjustments were made quarterly.)

Paid Holidays: Effective in 1977, the second Monday in February is added for a total of 10 (9) days. If proclaimed a holiday, Heritage Day will replace this new holiday.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Association of Postal Officials of Canada (Ind.) (postal supervisors): A 6 1/2-month renewal agreement effective from September 28, 1977 to April 9, 1978, with wages retroactive to April 4, 1977, covering 3,930 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Apr. 4/77

General Increase 7.5%

Weekly Rates

SUP-1 \$299.60-\$312.03
(\$278.70-\$290.26)

SUP-7 \$405.97-\$422.83
(\$377.65-\$393.33)

Cost of Living Allowance (new): Quarterly adjustments of 1¢ per hour for each 0.35 that the Consumer Price Index for Canada (1961=100) rises above 222.0, which represents the Index for March 1977, plus 6%. Payment of COLA, if and when triggered, will be subject to prior approval by the Anti-Inflation Board.

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (14) years, and 5 weeks after 27 years (unchanged).

Meal Allowance: \$3 (\$2.50) after 2 hours of overtime.

Government of Canada (Treasury Board) - Letter Carriers (CLC) Unit #2 (letter carriers and mail service couriers): A 10-month renewal agreement effective from September 8, 1977 to June 30, 1978, with wages retroactive to July 1, 1977. The agreement covers 17,590 employees and was settled at the mediation stage. Duration of negotiations - 6 months.

Wages: Effective July 1/77

Increase:

Regular Letter Carriers 51¢
Relief Letter Carriers 37¢

Letter Carrier \$6.49-\$6.65
O-2 (3) years (\$5.91-\$5.98-\$6.06-\$6.14)

Mail Services Courier - \$6.81-\$6.90
Relief (\$6.27-\$6.36-\$6.44-\$6.53)
O-1 (3) years

Cost of Living Allowance: 46¢ COLA being paid under the previous agreement continues as a float.

Quarterly adjustments of 1¢ per hour for each 0.35 increase in the Consumer Price Index for Canada (1961=100), triggered when the Index rises by more than 6% above the level for July, 1977. (Previously, quarterly adjustments of 1¢ per

hour for each 0.4 rise in the CPI, with a 10¢ per quarter cap and cumulative to a maximum of 60¢.)

Shift Premium: 0-40¢-40¢ (0-18¢-18¢).

Weekend Premium (new): 60¢ per hour on Saturday and 75¢ per hour on Sunday.

Paid Vacation: Effective April 1, 1978, 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (14) years and 5 weeks after 27 years (unchanged).

Technological Change: Independent Chairman of the Manpower Committee will now have the authority to make a binding decision with respect to items in dispute upon which the parties cannot reach agreement (new).

Boot Allowance: Maximum of \$133 (\$125) per year. Effective April 1, 1978, maximum of \$140 per year.

Glove Allowance: \$10 (\$8.25) per year.

Meal Allowance: \$3 (\$2.20) after 2 hours' overtime.

This settlement has been approved by the Anti-Inflation Board.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (architecture and town planning group): A 12-month renewal agreement effective from July 26, 1977 to July 23, 1978, covering 379 employees, settled at the arbitration stage. Duration of negotiations - 2 months.

Wages:	Effective	July 26/77
	Average Increase	7.4%
	AR-1	\$12,776-\$19,132 (\$11,940-\$17,880)
	AR-7	\$34,092-\$38,309 (\$32,162-\$36,141)

Paid Vacations: 4 weeks after 13 (15) years, 5 weeks after 27 (28) years.

Travelling Pay: Time and one-half for travel outside working hours and double time on Sunday (previously, half-time rate), up to a maximum amount equivalent to 8 (7½) hours' pay at straight time (half-time) rate.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (general services group, supervisory and non-supervisory): Two 3 1/2-month renewal agreements effective from September 16, 1977 to December 25, 1977, with wages retroactive to December 27, 1976. The agreement covers 13,550 employees and was settled at the arbitration stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Dec. 27/76</u>		
	General Increase	8%		
	<u>Non-Supervisory Rates</u>			
	<u>Sub-Group</u>	<u>Ottawa</u>	<u>Halifax</u>	<u>Vancouver</u>
	Building Services (Levels 1-12)	\$3.56-\$7.98 (\$3.30-\$7.39)	\$3.41-\$7.64 (\$3.16-\$7.07)	\$4.01-\$8.97 (\$3.71-\$8.31)
	Food Services (Levels 1-9)	\$3.50-\$7.68 (\$3.24-\$7.11)	\$3.26-\$7.23 (\$3.02-\$6.69)	\$3.87-\$8.55 (\$3.58-\$7.92)
	Laundry Services (Levels 1-11)	\$3.53-\$8.09 (\$3.27-\$7.49)	\$3.43-\$7.86 (\$3.18-\$7.28)	\$3.90-\$8.91 (\$3.61-\$8.25)
	Messenger Services (Levels 1-12)	\$3.52-\$8.21 (\$3.26-\$7.60)	\$3.50-\$8.15 (\$3.24-\$7.55)	\$3.78-\$8.81 (\$3.50-\$8.16)
	Miscellaneous Personal Services (Levels 1-12)	\$4.03-\$6.52 (\$3.73-\$6.04)	\$3.38-\$5.48 (\$3.13-\$5.07)	\$4.03-\$6.52 (\$3.73-\$6.04)
	Protective and Custodial Services (Levels 1-13)	\$4.10-\$7.61 (\$3.80-\$7.05)	\$3.61-\$6.69 (\$3.34-\$6.19)	\$4.06-\$7.53 (\$3.76-\$6.97)
	Stores Services (Levels 1-10)	\$3.75-\$8.75 (\$3.47-\$8.10)	\$3.49-\$8.14 (\$3.23-\$7.54)	\$4.23-\$9.87 (\$3.92-\$9.14)
Shift Premium:	0-18¢-25¢ (0-16¢-23¢).			
Weekend Premium (new):	10¢ per hour for all regular hours worked on Saturday and Sunday.			
Standby Pay:	\$4 (\$3) for each 8-hour period or portion thereof; a minimum of \$9 (\$7) for any period of standby on a day of rest or designated holiday.			
Paid Vacation:	Effective April 1, 1977, 2 weeks after 1 year of service and 3 weeks after 3 years (both unchanged), 4 weeks after 13 (15) years and 5 weeks after 27 (28) years.			
Meal Allowance:	\$3 (\$2.75) after 3 hours' overtime; \$2.25 after each additional 4-hour period of overtime worked. (\$2 for 1 additional meal 4 hours after the first.)			

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (hospital services group, supervisory and non-supervisory): Two 3-month renewal agreements effective from September 22, 1977 to December 25, 1977, with wages retroactive to December 27, 1976. The agreement covers 4,155 employees and was settled at the arbitration stage. Duration of negotiations - 12 months.

Wages:

Effective

Dec. 27/76

Increases to key levels:

Patient and Health
Services Sub-Group -
Level 5

Atlantic	10.12%
Québec	6.00%
Ontario	8.64%
Manitoba	11.61%
Saskatchewan	14.46%
Alberta	8.45%
British Columbia	11.27%
Canada - Remaining Areas	9.00%

Housekeeping, Dietary,
and Other Services
Sub-Group - Level 2

Atlantic	16.85%
Québec	6.00%
Ontario	7.93%
Manitoba	13.68%
Saskatchewan	14.08%
Alberta	8.36%
British Columbia	20.48%
Canada - Remaining Areas	9.00%

NOTE: The new rates at the other levels of each sub-group
are calculated as a percentage of the key level.

Non-Supervisory Rates -
Ontario Region

Patient and Health
Services Sub-Group

Level 1	\$3.95-\$4.47 (\$3.64-\$4.11)
Level 5	\$4.94-\$5.58 (\$4.55-\$5.14)
Level 7	\$5.54-\$6.25 (\$5.09-\$5.76)

Housekeeping, Dietary
and Other Services
Sub-Group

Level 1	\$4.15-\$4.65 (\$3.84-\$4.31)
Level 5	\$5.25-\$5.89 (\$4.87-\$5.47)
Level 9	\$6.64-\$7.44 (\$6.15-\$6.90)

The following items were settled by the parties in negotiations:

Shift Premium: 0-18¢-25¢ (0-15¢-21¢).

Weekend Premium 10¢ per hour.
(new):

Standby Pay: \$4 (\$3) for each 8-hour period or portion thereof; a minimum of \$9 (\$7) for any period of standby on a day of rest or designated paid holiday.

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 2 (3) years, 4 weeks after 13 (15) years and 5 weeks after 27 (30) years.

Meal Allowance: \$3 (\$2.50) after 3 hours' overtime and \$2.15 (\$1.75) for 1 additional meal 4 hours after the first.

LOCAL ADMINISTRATION

Durham Regional Municipality - Local 1764, Canadian Union of Public Employees (CLC)

A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 315 employees settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/77</u>
	General Increase	7.5%
	Clerk 1	\$8,315-\$8,753 (\$7,735-\$8,142)
	Senior Planner 2	\$22,621-\$23,811 (\$21,043-\$22,150)

Probationary period is 6 continuous calendar months. Maximum rates reached on completion of probationary period.

Standby Pay: \$6.25 (\$5.75) per day.

Paid Vacations: 4 weeks after 12 (14) years.

Health and Welfare: Dental Plan - Employer pays 66 2/3% (50%) of cost of premiums of basic dental plan.

Mileage Allowance: Allowance categories are as follows:

- \$58 (\$54) per month flat rate up to approximately 3,000 miles annually.
- \$87 (\$81) per month flat rate up to approximately 5,000 miles annually.
- \$133 (\$124) per month flat rate up to approximately 7,500 miles annually.
- \$168 (\$157) per month flat rate up to approximately 10,000 miles annually.
- \$214 (\$200) per month flat rate up to approximately 12,500 miles annually.
- \$214 (\$200) per month flat rate plus 12¢ (11¢) per mile for miles driven over 12,500 miles annually.

Windsor City Corporation - Local 82, Canadian Union of Public Employees (CLC)
(Public Works and Parks and Recreation Departments): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	2.75%
	Grade IV (includes Labourer)	\$5.94 (\$5.78)
	Grade I-A (includes Certificated Motor Mechanic)	\$7.42 (\$7.22)
Cost-of-Living Allowance:	27-cent allowance generated during the term of the previous contract continues as a float.	

1¢ per hour for each full .375 (.5) rise or fall in the Consumer Price Index, where 1971 equals 100 (previously, 1961 equals 100). To be adjusted quarterly.

Standby Pay: \$30 (\$25) per week.

Health and Welfare: Life Insurance - Effective September 1, 1977, coverage is $1\frac{1}{2}$ (previously, 1) times annual salary.

Dental Plan - Effective September 1, 1977, Plus II Rider is added to present basic plan, with employer paying 100% of cost of premiums.

Mileage Allowance: 25¢ per mile. (Previously, 20¢ per mile for the first 5,000 miles and 15¢ per mile thereafter for employees whose job description requires use of their own automobile. 17¢ per mile for employees requested to use their own automobile.)

CONSTRUCTION

Electrical Contractors Association of Toronto - Local 353, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 4,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 6/77</u>	<u>Oct. 1/77</u>
	Increases	73¢ for Journeyman Electrician; 33¢ for Residential Housing Journeyman Electrician	24¢ for Residential Housing Journeyman Electrician
	Journeyman Electrician	\$12.31 (\$11.58)	
	Residential Housing Journeyman Electrician	\$9.33 (\$9.00)	\$9.57

Work Sharing Program (new): 550 hours for Electricians and Apprentices and 610 hours for Residential and Apartment Section in an 18-consecutive week period, subject to cancellation by mutual consent.

Health and Welfare:	Effective September 6, 1977, employer contributes 64¢ (55¢) per hour.
Education and Training Fund (new):	Effective September 6, 1977, employer contributes 1¢ per hour.
Travelling Allowances:	20¢ (15¢) per mile, with a minimum allowance of 40¢ (30¢) per day 20¢ (15¢) per mile plus reimbursement for parking fees for employees requested to use their own vehicles.

Ontario Association of Painting and Decorating Contractors (Residential Sector) at Toronto - Local 1891, Painters (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1977 to April 30, 1978, covering 350 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 8/77</u>
	General Increase	18¢
	Journeyman Painter	\$9.08 (\$8.90)
Health and Welfare:	Effective August 1, 1977, employer contributes 60¢ (40¢) per hour	
Pension Plan (new):	Effective January 1, 1978, employer contributes 20¢ per hour.	

Addendum

December 1976 Settlement

WHOLESALE TRADE

Thomas Supply & Equipment Company Limited at Ottawa - District 65, Distributive Workers of America (Ind.) (production and maintenance employees):
A 36-month renewal agreement effective from January 4, 1977 to December 31, 1979, covering 300 employees, settled at the bargaining stage and ratified in December, 1976. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Jan. 4/77</u>	<u>July 4/77</u>
	Increases	30¢ for Grades I and II; 45¢ for Grades III to V; 50¢ for Grades VI to VIII	15¢
	Grade I (Operator II)	\$2.975-\$3.225 (\$2.675-\$2.925)	\$3.125-\$3.375
	Grade VIII (includes Tradesperson)	\$4.955 (\$4.455)	\$5.105

Effective	<u>Jan. 4/78</u>	<u>July 4/78</u>
Increases	30¢ for Grades I and II; 45¢ for Grades III to V; 50¢ for Grades VI to VIII	15¢
Grade I (Operator II)	\$3.425-\$3.675	\$3.575-\$3.825
Grade VIII (includes Tradesperson)	\$5.605	\$5.755
Effective	<u>Jan. 4/79</u>	<u>July 4/79</u>
Increases	30¢ for Grades I and II; 45¢ for Grades III to V; 50¢ for Grades VI to VIII	15¢
Grade I (Operator II)	\$3.875-\$4.125	\$4.025-\$4.275
Grade VIII (includes Tradesperson)	\$6.255	\$6.405

Previous rates reflect cost-of-living fold-ins made in July of each year of the previous contract.

Probationary period is 45 working (previously, 90 calendar) days. Maximum rates for Operator II are reached after one 1-year (previously, one 3-month and one 9-month) increase.

Cost-of-Living Allowance:

If the percentage increase in the Consumer Price Index (1961 equals 100) for the 12-month periods terminating in June 1977, June 1978 and June 1979, times the average shop wage as of July 3 in each 12-month period, times 40, exceeds \$21.45 per week, all employees on the payroll as of July 4 in each 12-month period receive the excess monies, to the nearest 5¢ per week. (Previously, average wage was calculated for 3 categories based on Labour Grades. Triggers were \$12 for Category A, \$11 for Category B and \$10 for Category C.)

Paid Holidays:

Employee's birthday is added for a total of 11 (10) days.

Safety Shoe Allowance:

\$12 (\$7) per pair.

August 1977 Settlements

TEXTILE

Dominion Textile Ltd. at Montréal, Qué. and Long Sault, Ont. - Locals 102, 468 and 469, United Textile Workers (AFL-CIO/CLC): Three 17½-month renewal agreements effective from August 26, 1977 to February 15, 1979, covering 700 employees, settled at the conciliation officer stage in August. Duration of negotiations - 8 months.

Wages:	Effective	<u>Feb. 16/77</u>	<u>Feb. 16/78</u>
Increases:			
Unmeasured Hourly Occupations		36¢	26¢
Tradesmen and Stationary Engineers		41¢	31¢
Others		23¢ or 27¢ plus 25% of basic increase	20¢, 23¢ or 24 1/2¢ plus 25% of basic increase
<u>Long Sault Rates</u>			
Yard & Warehouse Labourer		\$4.04 (\$3.68)	\$4.30
Senior Lab. Tester		\$4.295 (\$3.63)	\$4.555
Stationary Engineer- 2nd Class		\$5.69 (\$5.28)	\$6.00
Cost of Living Provision:	Deleted.		

METAL FABRICATING

A.G. Simpson Company Limited at Scarborough - Simpson Plant Council (Ind.): A 36-month renewal agreement effective from July 22, 1977 to July 21, 1980, covering 350 employees, settled at the bargaining stage and ratified in August, 1977. Duration of negotiations - 2½ months.

Wages:	Effective	<u>July 25/77</u>	<u>July 25/78</u>	<u>July 25/79</u>
General Increases		52¢	30¢	34¢
Catch-up Adjustment		81¢		
Production Worker Light "B"		\$4.87 (\$3.54)	\$5.17	\$5.51
Production Worker - Heavy		\$5.67 (\$4.34)	\$5.97	\$6.31
Class "A" Die Maker		\$8.07 (\$6.74)	\$8.37	\$8.71

Previous rates reflect cost-of-living fold-ins from the 1974-1977 agreement.

Probationary Period: 45 working days at work (previously, 3 months).

Cost-of-Living Allowance: 1¢ per hour for each .45 (.5) increase in the Consumer Price Index, where 1971 equals 100 (previously, 1949 equals 100) and the base Index month is June 1977 (previously, June 1974). Effective January 25, 1979, 1¢ per hour for each .4 increase. To be adjusted semi-annually, as previously, until October 25, 1979 and quarterly thereafter, with allowance payable as a fold-in (unchanged). Allowance is included in computing overtime pay, holiday pay, call-in pay and vacation pay (new).

Shift Premium: Two-Shift Operation: 0-18¢ (0-12¢).
Three-Shift Operation: 0-18¢-26¢ (0-12¢-20¢).

Call-back Pay (new): Minimum of 4 hours' pay at the applicable rate.

Reporting Pay (new): Minimum of 4 hours' pay at the applicable hourly rate unless lack of work is beyond the Company's control.

Overtime Pay: Double time (previously, time and one-half) after 12 hours daily.
Double time (previously, time and one-half) after 8 hours on Saturday.
Premium pay applies when computing overtime (new).

Paid Meal Period: ½ hour (new) on night shift.

Paid Holidays: 1 floating day is added for a total of 10 (9) full days and 2 half days.

Paid Vacation: Effective in 1978, 3 weeks after 7 (8) years' service and 4 weeks after 14 (18) years. Effective in 1979, 3 weeks after 6 years and 4 weeks after 12 years.

Bereavement Leave: Brother, sister and step-child are included in up to 3 days' paid leave.

Health and Welfare: Life Insurance - Effective January 1, 1978, \$8,000 (\$5,000) coverage. Effective July 25, 1979, \$10,000.
A.D. and D. - Effective January 1, 1978, \$6,000 (\$5,000) coverage. Effective July 25, 1979, \$8,000.
Weekly Indemnity Plan - Effective January 1, 1978, benefit is \$120 (\$80) per week. Benefits are payable after a 3-day (previously, 1-week) waiting period and for a maximum of 52 (26) weeks.
Drug Plan - Effective January 1, 1978, deductible is 35¢ per prescription. (Previously, \$25/\$50 deductibles.)
Dental Plan (new) - Effective January 1, 1978, employer pays 100% of cost of premiums for Dental Plan #2.
Vision Care Plan (new) - Effective January 1, 1978, employer pays 100% of cost of premiums for Vision Care Plan #4.

Premium Payment - Employer pays 100% (new) of cost of premiums for out-of-work benefits for non-occupational extended absence through accident or sickness. Payable for 3 months on behalf of seniority employees.

Prescription Employer pays up to \$35 for one new pair of replacement lenses
Safety Glasses: per year. Stipulation of maximum value is new.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (defence scientific service group): A 12-month renewal agreement effective from July 25, 1977 to July 23, 1978, covering 420 employees, settled at the bargaining stage and ratified in August, 1977. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 25/77</u>
	Increase	0 -\$2,300
	DS-1	\$11,338-\$16,100 (\$11,338-\$15,380)
	DS-6	\$34,450-\$39,450 (\$32,300-\$37,300)

Overtime Pay: Time and one-half (straight time) for all hours worked in excess of 37½ hours per week. Time and one-half on first day of rest and double time (time and one-half) on second day of rest.

Travelling Pay: Compensation at applicable overtime rate, up to a maximum of eight hours at straight time. (Previously, 1/3 of total transit time at straight time, with a minimum of 2 hours' compensation.)

Paid Vacations: 4 weeks after 13 (15) years and 5 weeks after 27 (28) years.

Field Work \$175 for each 30 days on field work.
Allowance (new):

Anti-Inflation Board Rulings in September 1977

Employer and Union	Reference	Action
Armstrong Cork Industries Ltd., Lindsay and Clothing and Textile Workers (AFL-CIO/CLC)	Aug. 77, p. 517	Allowed
Canadian General-Tower Ltd., Cambridge and Rubber Workers (AFL-CIO/CLC)	Mar. 77, p. 141	Disallowed
Cligate-Palmolive Ltd., Toronto and Int'l. Chemical Workers (AFL-CIO/CLC)	July 77, p. 466	Allowed
Dominion Dairies Ltd. (Toronto Plants, Distribution and Maintenance Depts.) and Teamsters (Ind.)	Apr. 77, p. 191	Disallowed
Dorr-Oliver-Long Ltd., Orillia and Steelworkers (AFL-CIO/CLC)	Jan. 77, p. 9	Disallowed
Elgin County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	July 77, p. 473	Allowed
Federal Pioneer Ltd., Bramalea and Electrical Workers (IUE) (AFL-CIO/CLC)	Mar. 77, p. 137	Disallowed
F. Gooderich Canada Ltd., Industrial Products Plant, Kitchener and Waterloo and Rubber Workers (AFL-CIO/CLC)	June 77, p. 355	Allowed
Goodyear Canada Inc., Toronto and New Toronto and Rubber Workers (AFL-CIO/CLC)	Apr. 77, p. 195	Allowed
Goodyear Canada Inc., Factory and Reclaim Plant, Bowmanville and Rubber Workers (AFL-CIO/CLC)	Apr. 77, p. 197	Allowed
Gilroy Ltd., Toronto and Cdn. Paperworkers (CLC)	Apr. 77, p. 200	Disallowed
I.O.F. Glass of Canada Ltd., Collingwood and Glass and Ceramic Workers (AFL-CIO/CLC)	Apr. 77, p. 212	Disallowed
Kura Secord Div. Ault Foods (1975) Ltd., Scarborough and Bakery Workers (AFL-CIO/CLC)	May 77, p. 321	Allowed
Libby, McNeill & Libby of Canada, Ltd. (Chatham Plant) and Auto Workers (CLC)	Mar. 77, p. 117	Disallowed
Thomas J. Lipton Ltd., Bramalea and Millers (AFL-CIO/CLC)	Apr. 77, p. 194	Allowed
Blaws Ltd., Toronto and other centres and Cdn. Retail Employees (CLC) (full and part-time empls.)	Sept. 76, p. 528	Disallowed
Tron Co., Electric Furnace Plant, Chippawa and Int'l. Chemical Workers (AFL-CIO/CLC) (hourly-rated and piecework empls.)	Aug. 77, p. 526	Allowed
Ontario Hydro (Richard L. Hearn G.S. Unit, Toronto and J. Clark Keith G.S. Unit, Windsor) and Cdn. Operating Engineers (CCU)	Aug. 77, p. 533	Allowed

Anti-Inflation Board Rulings in September 1977 (Cont'd)

Employer and Union	Reference	Action
The Ottawa Citizen, a Div. of Southam Press Ltd., Ottawa and Ottawa Council of Newspaper Unions	Dec. 76, p. 716	Disallowed
Peterborough-Victoria-Northumberland & Newcastle Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (OTF)	Sept. 77, p. 612	Allowed
Rockwell International of Canada Ltd. (Plastics Div.), Gananoque and Steelworkers (AFL-CIO/CLC)	Nov. 76, p. 658	Allowed
Texaco Canada Ltd. (Refining Dept.), Port Credit and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Sept. 76, p. 562	Disallowed
Toronto Electric Commissioners (Toronto Hydro Electric System) and Cdn. Union of Public Employees (CLC) (hourly-rated and clerical and technical empls.)	May 77, p. 285	Disallowed

Negotiations in Progress during September 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage
Parts of Canada Ltd., Toronto	Auto Workers (CLC)	375	WS
Atomic Energy of Canada Ltd., Commercial Products Div., Ottawa**	CLC-Directly Chartered	240	CO
Atomic Energy of Canada Ltd., Sheridan Park**	Public Service Alliance (CLC) (draftsmen)	210	CO
Adix Heavy Vehicle Systems Ltd., London	Auto Workers (CLC)	450	MED
Interview Holdings Ltd., several locations	Christian Labour Assn. (Ind.)	250	ARB
Ant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	580	MED
Ant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	400	B
Joseph Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	CO
Miller Metal Products Co. Ltd., Cambridge	Auto Workers (CLC)	425	B
Edwell Linen Mills Ltd., Latilda	United Textile Workers (AFL-CIO/CLC)	300	B
Cambridge Towel Mills Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	220	B
Canada Cycle and Motor Co. Ltd., Weston	Auto Workers (CLC) (production and warehouse empls.)	500	B
Canada Wire and Cable Ltd., Leaside	Electrical Workers (UE) (CLC)	555	CO
Canadian Coleman Co. Ltd., Toronto	CLC-Directly Chartered	450	B
Canadian General Electric Ltd., Barrie, Burlington, Caledonia, Wuelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,500	B
Canadian Industries Ltd. (Paint and Varnish Plants and Paint Research Laboratory) (York Works), Toronto	Steelworkers (AFL-CIO/CLC)	250	B
Canadian Pittsburgh Industries Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/ CLC)	400	B
Canadian Standards Assn., Toronto	CUPE (CLC)	290	B
Carleton University, Ottawa	Carleton University Academic Staff Assn. (Ind.) (university professors)	640	CO

See page 645 for definition of codes.
Federal jurisdiction

Negotiations in Progress during September 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Carleton University, Ottawa	Carleton University Support Staff Assn. (Ind.) (clerical, computer and accounting empls.)	650	CO
City Parking Canada Ltd., Toronto	Service Empls. (AFL-CIO/CLC)	203	CO
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Ottawa, Toronto and Windsor	Cdn. Brewery Workers (CLC)	900	B
Columbus McKinnon Ltd., St. Catharines	Auto Workers (CLC)	200	PCB
Computing Devices Co., Div. of Control Data Canada Ltd., Nepean	Engineers Assn. (Ind.)	250	B
Consolidated-Bathurst Packaging Ltd., Hamilton, St. Thomas and Whitby	Woodworkers (AFL-CIO/CLC)	755	B
Consumers Glass Co. Ltd., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	670	WS
Decor Metal Products, Midland	Auto Workers (CLC)	420	B
Douglas Aircraft Co. of Canada Ltd., Mississauga	Auto Workers (CLC)	1,450	CO
Eddy Forest Products Ltd. (Wood Products Div.), Nairn Twp.	Carpenters (AFL-CIO/CLC)	200	CO
Electrohome Ltd., Cambridge, Kitchener and Waterloo	Electrical Workers (IBEW) (AFL-CIO/CLC)	860	CO
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	470	MED
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	PMB
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	465	F
Essex International, Dunnville	Auto Workers (CLC)	402	MED
Fleet Industries (Div. of Ronyx Corp. Ltd.), Fort Erie	Machinists (AFL-CIO/CLC)	306	MED
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	500	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	212	F
GWG (Eastern) Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	423	B
Galt Metal Industries Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	350	B

Negotiations in Progress during September 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Tex Co. Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	500	B
Es Rubber of Canada Ltd., rantford	Rubber Workers (AFL-CIO/CLC)	325	MED/WS
be & Mail Ltd., Toronto	Newspaper Guild (AFL-CIO/CLC)	400	CO
drich, B.F., Canada Ltd. Tire Products Plant), itchener	Rubber Workers (AFL-CIO/CLC)	730	B
ater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	ARB
ey Industries Ltd., Haley	Steelworkers (AFL-CIO/CLC)	215	CO
ton Roman Catholic Separate chool Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	360	B
ilton Board of Education	CUPE (CLC) (cleaners and cooking staff)	300	B
ilton City	Fire Fighters (AFL-CIO/CLC)	410	ARB
ilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	735	CO
mond Manufacturing Co. Ltd., uelph and Puslinch Twp.	Employees' Assn. (Ind.)	500	B
on County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	362	B
on County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	263	B
ustrial Wire & Cable Co., pronto	Steelworkers (AFL-CIO/CLC)	210	PCB
prite Products Ltd., rantford	Employees' Assn. (Ind.)	325	B
berly-Clark of Canada Ltd., exdale	Intl. Chemical Workers (AFL-CIO/CLC)	510	B
gston General Hospital	Ont. Nurses' Assn. (Ind.)	450	ARB
ak Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	MED
e Ontario Cement Ltd. (Plant, quarry and Packhouse), ophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	247	B
ahead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	635	B
ton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	PMB

Negotiations in Progress during September 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	270	F
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	545	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	345	B
Lightning Fastener, Lightning Div. of Textron Canada Ltd., St. Catharines	Employees' Assn. (Ind.)	215	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	450	F
London Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,090	B
McGregor Hosiery Mills Ltd., Toronto	Cdn. Textile and Chemical Union (CCU)	250	CO
McKellar General Hospital, Thunder Bay	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	220	ARE
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	375	PRE
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	260	MEL
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	241	ARE
National Auto Radiator Mfg. Co. Ltd., Windsor	Auto Workers (CLC)	320	MEL
National Defence, Communications Security Establishment, Ottawa**	Public Service Alliance (CLC)	300	B
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (operational category, supervisory and non-supervisory)	289	B
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	700	B
National Steel Corp. of Canada, Capreol and Parry Sound	Steelworkers (AFL-CIO/CLC)	200	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	B
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	435	B

**Federal jurisdiction

Negotiations in Progress during September 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	515	CO
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	CO
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees' Union (OPSEU) (Ind.) (academic staff, librarians and counsellors)	6,155	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	3,500	MED
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government	OPSEU (Ind.) (clerical services category)	9,740	B
Ontario Government	OPSEU (Ind.) (general administration category)	4,760	B
Ontario Government	OPSEU (Ind.) (general operational services category)	5,330	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	B
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,140	B
Ontario Government	OPSEU (Ind.) (office services category)	7,455	B
Ontario Government	OPSEU (Ind.) (scientific and pro- fessional category)	3,500	B
Ontario Government	OPSEU (Ind.) (technical services category)	5,290	B
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	800	ARB
Ontario Jockey Club (Standard- bred Div.), province-wide	Service Empls. (AFL-CIO/CLC)	300	B
Ontario Jockey Club (Thorough- bred Div.), province-wide	Service Empls. (AFL-CIO/CLC)	450	B
Ontario Liquor Control Board and Ontario Liquor Licence Board, province-wide	Liquor Control Board of Ont. and Liquor Licence Board of Ont. Employees' Assn. (CLC)	3,500	MED
St. Michael's General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO
St. Michael's City	Police Assn. (Ind.)	680	B
St. Michael's City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	ARB
St. Michael's Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	925	CO

Negotiations in Progress during September 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'r Stage
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	ARB
Outboard Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC)	1,400	B
Oxford Pendaflex Canada Ltd. (Atomic Ave. Plant), Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	250	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,400	B
Perley Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	238	CO
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	370	F
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	300	F
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	342	CO
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	700	MED
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	316	ARB
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	396	F
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435	MED
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	350	F
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	ARB
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	CO
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	ARB
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	CO
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	375	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	ARB
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	610	PCB
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	ARB
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	ARB

Negotiations in Progress during September 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
St. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	420	B
Warborough Borough	CUPE (CLC) (outside empls.)	620	B
Warborough Borough	Fire Fighters (AFL-CIO/CLC)	370	ARB
Warborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
Warborough General Hospital	Ont. Nurses' Assn. (Ind.)	560	CO
Warborough Public Utilities Commission, Hydro, Water and Gas Div.	Electrical Workers (IBEW) (AFL-CIO/CLC)	210	CO
Weller-Globe of Canada Ltd. (Kralinator Filters Div.), Preston	Steelworkers (AFL-CIO/CLC)	325	B
Windsor County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,250	B
Windsor County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	900	B
Windsor County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	281	F
Worthington Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	300	CO
Worthington Industries Ltd., London	Cdn. Chemical Workers (Ind.)	218	B
Worthington Aerospace Products Ltd., Toronto	Auto Workers (CLC)	480	PCB
Worthington, Dundas and Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	385	F
Worthington General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	CO
Worthington Food Markets (Keele) Ltd., province-wide	National Council of Canadian Labour (Ind.)	275	CO
Worthington Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	PCB
Worthington Place Hotel, Toronto	Hotel Empls. (AFL-CIO/CLC)	240	B
Worthington Construction Assn. (General Contractors Section)	Carpenters (AFL-CIO/CLC)	4,200	B
Worthington and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	300	CO
Worthington East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	550	ARB

Negotiations in Progress during September 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stage
Toronto General Hospital	Ont. Nurses' Assn. (Ind.)	840	PC
Toronto Metropolitan School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	11,275	ME
University of Toronto Governing Council	Graduate Assistants Assn. (Ind.)	2,000	B
University of Toronto (Libraries)	CUPE (CLC)	398	ME
University of Windsor (Maintenance Dept.)	CUPE (CLC)	225	B
VS Services Ltd., province-wide	Teamsters (Ind.)	200	CO
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time empls.)	470	AR
Wabasso Ltd., Dunnville and Welland	Clothing and Textile Workers (AFL-CIO/CLC)	500	CO
Wabasso Ltd. (Empire Div.), Welland	United Textile Workers (AFL-CIO/CLC)	550	B
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	400	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	580	ME
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	560	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	413	F
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	ME
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	B
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	AF
Windsor Raceway Holdings Ltd.	Service Empls. (AFL-CIO/CLC)	230	B
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	760	PN
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	220	CO
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	B
York County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300	MU

negotiations in Progress during September 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,300	PMB
York County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	910	PMB
York University, Toronto	Graduate Assistants Assn. (Ind.)	1,000	CO
York University, Toronto	York University Faculty Assn. (Ind.)	1,040	B(R)
York University, Toronto	York University Staff Assn.	1,040	CO
<u>More Than One Province</u>			
Air, system-wide**	Air Line Flight Attendants (CLC)	900	B
Air, system-wide**	Air Line Pilots (Ind.)	600	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (AFL-CIO/CLC)	2,645	CB
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,200	B
Continental Can Co. of Canada Ltd., Lachine, LaSalle and St. Laurent, Que., Chatham, Downsview, Etobicoke, New Toronto, Toronto, Trenton and Weston, Ont., Winnipeg, Man., Edmonton, Alta. and Vancouver B.C.	Steelworkers (AFL-CIO/CLC)	2,040	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,490	ARB
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	19,280	B
Government of Canada (Treasury Board)**	Postmasters (Ind.) (revenue postal operations group)	8,210	B
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (biological sciences group)	765	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,465	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,205	B

* Federal jurisdiction

Negotiations in Progress during September 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (correctional group, supervisory and non-supervisory empls.)	3,605	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,060	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory empls.)	19,935	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,655	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,080	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, super- visory and non-supervisory empls.)	2,970	CO
National Research Council, Canada-wide**	Research Council Employees' Assn. (technical empls.)	1,050	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (office empls., extension div. and farm service centres)	700	B
Tele-Direct Ltd., Quebec and Ontario	Canadian Telephone Employees (Ind.) (clerical and associated empls.)	710	B

**Federal jurisdiction

Negotiations in Progress during September 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
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Definitions of Codes for Negotiation Stages

B - Direct Bargaining
DMO - Direct Mediation Officer
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
MED/WS - Mediation During a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in October 1977

Employer and Location	Union	No. of Empls.
Beach Appliances International, Ottawa	Auto Workers (CLC)	40
Butler Metal Products Co., Cambridge	Auto Workers (CLC)	42
Cambridge Towel Mills, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	22
Cara Operations (Airline Services Flight Kitchen Div.), Malton	Hotel Employees (AFL-CIO/CLC)	34
Chromasco Ltd., Haley	Steelworkers (AFL-CIO/CLC)	38
Consolidated-Bathurst Packaging, Whitby	Woodworkers (AFL-CIO/CLC)	25
Douglas Aircraft Co. of Canada, Mississauga	Auto Workers (CLC)	1,45
Federal Pioneer, Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	40
Imperial Leaf Tobacco Co. of Canada, Aylmer	Intl. Chemical Workers (AFL- CIO/CLC) (seasonal empls.)	45
Metropolitan Toronto House Wreckers Assn.	Labourers (AFL-CIO/CLC)	30
National Steel Car Corp., Kenilworth Plant, Hamilton	Steelworkers (AFL-CIO/CLC)	70
Ontario Precast Concrete Manufacturers Assn.	Labourers (AFL-CIO/CLC)	30
Quaker Oats Co. of Canada, Peterborough	Foodworkers (AFL-CIO/CLC)	32
Toronto Construction Assn.	Carpenters (AFL-CIO/CLC)	4,20
Treasury Board of Canada	Public Service Alliance of Canada (PSAC) (CLC) (correctional group)	90
Treasury Board of Canada	PSAC (CLC) (primary products inspection group)	65

C53



Labour
Canada Travail
Canada



Ontario

LABOUR CANADA
OTTAWA



ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
OCTOBER 1977

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1977, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in October 1977 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in October 1977. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in November 1977.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

November 29, 1977

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Highlights

Can Industry Settlements. In late October the United Steelworkers of America (USWA) concluded two identical renewal agreements with Canadian subsidiaries of Continental Can and American Can. The two contracts cover a total of 2,240 employees across Canada, including about 1,250 at seven Continental Can plants in three Ontario locations. The new agreements were based on an international settlement negotiated on a corporation-wide basis by four principal American producers employing a total of 30,000 USWA members. The practice of international negotiations within the industry, and maintenance of wage and benefits parity for can workers on both sides of the Canada - U.S. border, dates back more than 20 years.

The 47½ - months pact included an 8-months extension of the previous contracts, which originally were due to expire on February 28, 1977. This extension was agreed to by both parties in recognition of the economic problems facing the industry and in order to await the outcome of U.S. negotiations in the steel and non-ferrous metals industries. Key bargaining issues included retroactive incorporation into the wage structure of cost-of-living increases generated in the previous contracts, and the loss of jobs in the industry to food and beverage processing plants manufacturing their own containers.

The two new agreements at Continental Can and American Can provided general wage increases of \$1.14 per hour, of which 40 cents was made retroactive to March 1, 1977, with the remaining 74 cents payable in five installments over a period of 40 months commencing November 1, 1977. In addition, job classification increments were increased, and cost-of-living adjustments earned under the old agreements and during the extension period were folded into base wage rates. The COLA provision, with a .3 adjustment factor based on the U.S. Consumer Price Index, was amended to provide future fold-ins on a quarterly, rather than an annual, basis. Other improvements included an additional paid holiday effective in 1979, increased vacation bonuses, new or improved health and welfare benefits, increased employer contributions to the Supplemental Unemployment Benefits (SUB) Fund, and new income security provisions patterned after those agreed to in the U.S. steel and aluminum industries. Under the latter, employees with at least 10 years' service were guaranteed 104 of the possible maximum 260 weeks of SUB benefits, and guarantees were also extended to short work week benefits and severance payments. In addition, in the event of a plant closure or a two year absence from work due to disability, employees with 20 years' service will become eligible for unreduced pension benefits upon retirement if their age plus length of service equals 65.

The master USWA settlement has traditionally been used as a pattern for agreements between American Can of Canada and two other unions representing 1,730 workers at the company's

plants in Ontario and Quebec. The agreement with the Can Workers Union (CLC), covering employees in Hamilton, Simcoe and Montreal, expires on December 31, 1977, following negotiation of a 9½-month extension last spring, whilst the agreement covering members of the Sheet Metal Workers in Malton expires on March 14, 1978 following a 12-month extension (see pp. 111 and 124 of the March 1977 issue of this report for discussion and details of the extension agreements).

Racetrack Settlements. Two province-wide agreements between the Ontario Jockey Club and Local 528 of the Service Employees International Union (SEIU) were ratified in October by about 800 mutuel employees of the Club's Thoroughbred and Standardbred Race Operations. The 24-month renewal agreements, replacing contracts which expired on December 31, 1976, were reached in direct bargaining with the assistance of a provincially appointed mediator. Major bargaining issues included resolution of problems associated with automation and its impact on jobs, and the possible implementation of off-track betting.

Apart from the general wage increases in daily rates of pay, those employees affected by the installation of new equipment as a result of the introduction of a computerized betting system received wage increases averaging 23 and 14 per cent, respectively, in the Standardbred and Thoroughbred divisions. In addition, the "standardbred" agreement increased the probationary period, and included improvements in vacation pay and health and welfare benefits. The "thoroughbred" agreement included increased vacation pay, weekly indemnity benefits and mileage allowances, plus a new dental plan entirely financed by the employer. The Jockey Club agreed to recognize SEIU Local 528 as bargaining agent for the Club's mutuel employees in the event that off-track betting is introduced in Ontario. Similar off-track betting clauses were earlier introduced in other SEIU racetrack contracts negotiated in the U.S.

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RUBBER AND PLASTICS PRODUCTS

B.F. Goodrich Canada Ltd. at Kitchener - Local 677, Rubber Workers (AFL-CIO/CLC)
(hourly-rated and incentive employees): A 36-month renewal agreement effective from October 1, 1977 to September 30, 1980, covering 795 employees, settled through direct bargaining. (A conciliation officer was appointed prior to the settlement, but did not meet with the parties.) Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/77</u>	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	COLA Fold-in	18¢		
	General Increases	35¢	24¢	20¢
	Skilled Trades Adjustments	10¢	10¢	
	Inequity Adjustment	2¢-6¢		
	Labourer	\$5.70 (\$5.11)	\$5.94	\$6.14
	Electrician	\$7.37 (\$6.74)	\$7.71	\$7.91

Cost of Living Allowance: 1¢ per 0.3 increase in the average Consumer Price Index over a 3-month period, where 1971 equals 100. Based on the average CPI for August, September and October of each year. Total of 11 adjustments. Any allowance forthcoming will be incorporated into the wage structure on October 1 of each contract year. Payment of any allowance under this provision is subject to the approval of the Anti-Inflation Board. (Previously, 5 quarterly adjustments of 1¢ per 0.45 rise in the average CPI over the appropriate base after an initial increase of 3.5%, where 1961 equals 100.)

Shift Premium: 0-20¢-25¢ (0-15¢-20¢).

Minimum Vacation Pay: \$160 (\$125) per week. Applicable to eligible employees whose vacation pay would otherwise be less due to absence from work for reasons of illness or injury.

Health and Welfare: Life Insurance and A.D. & D. - \$11,500 (\$9,500).

Life Insurance for Eligible Pensioners - \$5,500 (\$4,500).

Weekly Indemnity Plan - Maximum benefit is \$147 (\$125) per week.

Extended Health Care Plan - Allowance for eyeglasses increases to \$60 (\$40) per employee or dependent every 24 months.

Dental Plan (new) - Coverage based on the 1977 Ontario Dental Association fee schedule for basic preventative dental care commences December 1, 1977, and applies to all eligible employees, their dependents and retirants who have retired and gone on pension on or after October 1, 1977. Effective March 1, 1978, coverage is extended to include periodontal, endodontic, surgical and prosthetic services.

An average of 4¢ per quarter is to be deducted from the cost-of-living allowance paid throughout the agreement provided there are sufficient funds available. Additional funding required will be borne directly by the employer.

Pension Plan:

Basic Monthly Benefit (per year of service) - \$10.25 (\$9.25) for employees retiring on or after October 1, 1977, \$11 for employees retiring on or after October 1, 1978 and \$11.75 for employees retiring on or after October 1, 1979.

Type A Supplementary Monthly Benefit (per year of service, to a maximum of 25 years) - \$9.50 (\$8) for employees retiring on or after October 1, 1977, \$9.25 for employees retiring on or after October 1, 1978, \$9 for employees retiring on or after October 1, 1979. Benefits apply prior to receipt of statutory benefits.

Vesting - Eligible employees with 10 years of service who leave the employ of the Company prior to retirement age are entitled to the following monthly benefits upon reaching age 65: \$10.25 (\$9.25) times years of service for terminations on or after October 1, 1977; \$11 on or after October 1, 1978 and \$11.75 on or after October 1, 1979.

Deferred Life Annuity - Qualifying employees terminating employment prior to attaining retirement age are eligible for benefits upon reaching age 65 in accordance with the schedule below. Benefits received under this plan will be used to offset any benefits that may also be forthcoming under the vesting plan.

<u>Retirement on or after</u>	<u>Service prior to January 1965</u> month/year of service	<u>Service after January 1965</u> month/year of service
October 1, 1977	\$7.55 (\$6.55)	\$10.25 (\$9.25)
October 1, 1978	\$8.30	\$11.00
October 1, 1979	\$9.05	\$11.75

Spouse Option (new) - Eligible employees may elect this plan which provides a surviving spouse with a monthly benefit equal to 50% of the deceased employee's earned pension benefit as actuarially reduced.

Transition Survivor Income Benefit - \$200 (\$175) maximum per month less any prescribed statutory benefits. Minimum benefit is \$150 (\$100) per month. Total maximum benefits payable is \$4,800 (\$4,200).

Bridge Survivor Income Benefit - \$200 (\$175) per month less any prescribed statutory benefits. Eligibility age for survivor reduces to 47 (50) years minimum at time of employee's death.

Supplemental
Unemployment
Benefit Plan:

Employer Contribution - Varies from 2¢ to 12¢ (2¢ to 10¢) per employee hour worked, depending on level of trust fund.

Crown Witness
Pay (new):

Employer makes up the difference between witness fee and regular pay for employee subpoenaed as a witness for the Crown.

Gates Rubber of Canada Limited at Brantford - Local 733, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 28, 1977 to April 27, 1980, covering 325 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 28/77</u>	<u>Oct. 19/77</u>
	General Increases	30¢	5¢
	Inequity Adjustments	10¢ per hour to skilled tradesmen in Engineering Div. and Oilers	
	Belt Utility	\$4.563-\$5.133 (\$4.263-\$4.833)	\$4.613-\$5.183
	2nd Class Stationary Engineer	\$6.868-\$7.168 (\$5.784-\$6.768)	\$6.918-\$7.218

	Effective	<u>Apr. 28/78</u>	<u>Apr. 28/79</u>
	General Increases	22¢	22¢
	Inequity Adjustments	10¢ per hour to skilled tradesmen in Engineering Div. and Oilers	
	Belt Utility	\$4.833-\$5.403	\$5.053-\$5.623
	2nd Class Stationary Engineer	\$7.238-\$7.538	\$7.458-\$7.758

Probationary period is 3 months. Maximum rates are reached after 5-cent weekly increases in the case of incentive workers and 10-cent weekly increases in the case of hourly-rated workers.

Cost-of-Living Allowance: 22-cent COLA generated during the term of the previous agreement remains as a float.

Effective October 30, 1977 and quarterly thereafter, 1¢ per hour for each .4 (.45) increase in the Consumer Price Index, where 1971 (previously, 1961) equals 100. Base Index used in calculations is the average CPI for May, June and July of the respective contract year for which calculations are made.

Shift Premium: Effective April 28, 1977, 19¢ (14¢) per hour on scheduled swing shifts and 22¢ (17¢) per hour on scheduled graveyard shifts.

Vacation Pay: Weekly Indemnity benefits paid during 1978 are added to total earnings for the purpose of calculating vacation pay for 1979 (new).

Effective in 1979, minimum vacation pay is \$150 (\$115) per week.

Health and
Welfare:

Life Insurance and A.D. and D. - Effective October 19, 1977,
\$11,500 (\$9,500).

Life Insurance for Retirees - Effective October 19, 1977, \$5,500
(\$4,500).

Extended Health Care Plan - Effective November 1, 1977, benefit
towards the cost of eyeglasses is \$60 (\$40) per 2-year period.

Pension Plan:

Basic Benefit - Effective April 28, 1977, \$10.25 (\$9.25) per
month per year of service. Effective April 28, 1978, \$11.00.
Effective April 28, 1979, \$11.75.

Supplementary Benefit - Effective April 28, 1977, \$9.50 (\$8.00)
per month per year of service. Effective April 28, 1978, \$9.25.
Effective April 28, 1979, \$9.00.

Retiree Upgrade - Effective October 19, 1977, benefits for retiree
increase by \$1 per month per year of service.

Bridge Survivor Income Benefit - Effective October 19, 1977, \$200
(\$175) per month. Survivor age is 47 (50) years.

Transition Survivor Income Benefit - \$200 (\$175) per month or
\$4,200 in total. Minimum benefit is \$150 (\$100) per month.

This agreement is subject to approval by the Anti-Inflation Board.

LEATHER

Savage Shoes (1970) Limited, Plant No. 1 at Cambridge - Local 307, United Shoe
Workers (AFL-CIO/CLC): A 23-month renewal agreement effective
from November 1, 1977 to September 30, 1979, covering 200 em-
ployees, settled at the bargaining stage. Duration of negotia-
tions - 1 week.

Wages:

Effective	Nov. 7/77	Oct. 2/78
Increases	16¢	9¢ for timeworkers; 16¢ for other em- ployees
Group D (includes Packer)	\$2.98-\$3.28 (\$2.82-\$3.12)*	\$3.14-\$3.44
Group A (includes Senior Utility)	\$4.07-\$4.37 (\$3.91-\$4.21)*	\$4.23-\$4.53

*Previous rates reflect an 8-cent COLA fold-in effective October
1, 1977.

Probationary period is 3 months. Maximum rates are reached with
10-cent increases every 3 months.

Cost-of-Living Allowance: 1¢ per hour for each 1.0 change in the Consumer Price Index above
the Index base of 170 (previously, 148), where 1971 equals 100.
To be adjusted semi-annually.

Reporting Pay: 4 (3) hours' pay at straight time.

Vacation Pay: Effective in the 1978 vacation year, 6% vacation pay after 7 (8) years' service, 7% vacation pay (new) after 16 years and 10% vacation pay after 32 (34) years.

Effective in the 1978 vacation year, 7% vacation pay after 14 years' service and 10% vacation pay after 30 years.

Bereavement Leave: Aunts and uncles are added for 1 day's paid leave.

Health and Welfare: Life Insurance and A.D. and D. - Effective November 1, 1977, \$5,000 (\$4,000) coverage for employees with dependents and \$3,000 (\$2,000) coverage for employees without dependents.

Weekly Indemnity Plan - Effective November 1, 1977, benefit is 66 2/3% of weekly earnings, to the UIC maximum. (Previously, benefit was a flat \$80 per week.)

OHIP - Effective November 1, 1977, employer pays 100% (50%) of any increase in premium costs.

Pension Plan: To be reviewed with a view to improvement.

KNITTING MILLS

McGregor Hosiery Mills at Toronto - Canadian Textile and Chemical Union (CCU): A 24-month first agreement effective from October 23, 1977 to October 22, 1979, covering 250 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	Oct. 23/77	Oct. 23/78
General Increases	25¢ per hour for all seniority employees		25¢ per hour for all seniority employees
Additional Adjustments	0-35¢ per hour resulting from classification structure set-up		
Labour Grade I (includes Sorter)	\$3.25 (\$2.65-\$3.00)		\$3.50
Labour Grade X (Tool and Dye-Maker "A")	\$8.25 (\$8.00)		\$8.50

Hours of Work: 40 (42) hours per week.

Shift Premium: 0-28¢ (previously, \$11 per week for each week of shift work).

Rest Periods: 1 additional 10-minute rest period for employees on afternoon shift, for a total of 2 periods.

Overtime Pay: Time and one-half after 40 (42) hours per week.

Time and one-half (new) for work on Saturday.

Double time (new) for work on Sunday.

Holiday Pay: Time and one-half (new) plus holiday pay.

Maternity Leave: All seniority employees receive maternity leave of 6 months during which their seniority continues to accumulate. Employees who are too ill to return to work or who cannot find suitable care for their infant may elect another 3 months' leave during which their seniority does not accumulate. (Previously, leave was according to the Employment Standards Act.)

Health and Welfare: Eligibility for the Company's medical and life insurance plans is extended to all female employees as set out:

Effective June 1, 1978, Major Medical Plan.
Effective January 1, 1979, Life Insurance and
Semi-Private Hospitalization.
Effective June 1, 1979, Weekly Indemnity Plan.

Employer pays 100% of premium costs for all of the above plans. Actual plan benefits remain unchanged.

OHIP - Effective November 1, 1978, employer pays 75% (66 2/3%) of premium costs for employees with 2½ years' service.

METAL FABRICATING

Continental Can Company of Canada, a division of Continental Group of Canada Ltd. at Lachine, LaSalle and St. Laurent, Que., Chatham, Downsview, Etobicoke, New Toronto, Toronto, Trenton and Weston, Ont., Winnipeg, Man., Edmonton, Alta. and Vancouver, B.C. and American Can of Canada Ltd. at Kelowna and Vancouver, B.C. - Various locals, Steelworkers (AFL-CIO/CLC): Two 47 1/2-month renewal agreements effective from March 1, 1977 to February 15, 1981, covering a total of 2,240 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Temporary extension agreements concluded in 1976 extended the provisions of the previous agreements from February 28, 1977 to October 31, 1977. Interim adjustments, including a 17-cent per hour general wage increase, have been incorporated into this settlement and, where applicable, are included in the provisions reported below.

Holdback/AIB: Implementation prior to review by the Anti-Inflation Board will be limited to the provisions advanced by the extension agreements.

Wages:	Effective	<u>Mar. 1/77</u>	<u>Mar. 15/77</u>	<u>Nov. 1/77</u>
COLA Fold-in			27¢	
General Increases		40¢		10¢
Job Class Increment*		10.3¢ (10.0¢)		
Job Classes 1 & 2 (includes Janitor)		\$6.10 (\$5.70)	\$6.37	\$6.47
Job Class 21 (includes Electrician)		\$8.057 (\$7.600)	\$8.327	\$8.427

Effective	<u>Nov. 15/77</u>	<u>Mar. 1/78</u>	<u>Sept. 1/78</u>
COLA Fold-in	32¢		
General Increases		10¢	10¢
Job Class Increment*		10.7¢	
Job Classes 1 & 2	\$6.79	\$6.89	\$6.99
Job Class 21	\$8.747	\$8.923	\$9.023

Effective	<u>Mar. 1/79</u>	<u>Mar. 1/80</u>
General Increases	10¢	34¢
Job Class Increment*	11.2¢	11.6¢
Job Classes 1 & 2	\$7.09	\$7.43
Job Class 21	\$9.218	\$9.634

Wage rates for Plant 10 of Continental Can at Etobicoke remain 3¢ below rates shown.

*In addition to the incremental increases shown above, the agreements provide for an additional 3.5¢ effective March 1, 1978, to facilitate any adjustments made to the Classification Manual.

Previous rates shown in brackets include COLA fold-ins of 56¢ on March 15, 1975 and 36¢ on March 15, 1976.

Cost of Living Allowance:

Based on the Consumer Price Index for Urban Wage Earners and Clerical Workers (United States), where 1967 equals 100. Quarterly adjustments of 1¢ per hour (or 40¢ per week for salaried employees) for each 0.3 increase in the Index. Increase is determined by comparing the middle month of each quarter with the Index for the base period, December 1973. All COLA generated will be folded into the wage structure on a quarterly basis.

(The previous formula was similar except that it provided for only two fold-ins: one on March 15, 1975 and one on March 15, 1976.)

Paid Holidays: Effective in 1979, 1 additional day, currently unspecified, is added for a total of 11 days.

Vacation Bonus: Effective January 1, 1978, \$40 (\$30) per week of vacation.

Health and Welfare: Life Insurance - Effective November 1, 1977, \$12,000-\$22,000 (\$10,000-\$20,000), according to wage level.

Sickness and Accident Benefits - Effective November 1, 1977, \$140-\$188 (\$125-\$173) per week, according to Job Class. Effective March 1, 1978, \$152-\$200. Effective March 1, 1979, \$164-\$212. Effective March 1, 1980, \$176-\$224. Benefits are payable on a 1-1-8-52 basis with a possible extension of an additional 52 weeks for qualifying employees.

Vision Care (new) - A comprehensive plan will be introduced March 1, 1979 with 100% of the premiums paid by the employers.

Dental Plan - Effective March 1, 1979, coverage broadens to include 2 examinations and cleanings per year.

Maternity Benefits - Effective January 1, 1979, coverage extends to dependent children.

Pension Plan: Basic Benefit - Varies by Job Class. \$12.50-\$16.50 (\$11.00-\$15.00) per month per year of service for employees retiring on or after March 1, 1977. Effective March 1, 1979, \$13.50-\$17.50.

Supplement - Effective August 1, 1977, \$300 (\$230) per month.

Pension Cap - Pension benefits (excluding supplements) plus statutory benefits are not to exceed 85% plus 1% for each year of service beyond 30 years, to a maximum of 100% of the monthly average of an employee's highest gross earnings in any 2 of the last 10 years of service prior to retirement. (Previously, limited to 85%.)

Existing Pensioners - Effective March 1, 1978, all benefits increase by \$15 per month.

Special Early Retirement Applicable for Layoffs - Effective March 1, 1978, eligible employees whose jobs have been discontinued due to plant closure or who have been otherwise absent from work for 2 years due to disability may retire with unreduced benefits if their age at time of retirement plus years of service (minimum of 20 years) equals 65 (new). (Existing age and length of service requirements for early retirement remain unchanged.)

Survivor Income Benefit - Effective March 1, 1977, the monthly benefit rate for all participants, existing and future, increases to \$107.50 (\$100.00).

Supplemental Unemployment Benefit Plan: Employer Contribution - Effective March 1, 1977, 13¢ (10¢) per employee hour worked, with a simultaneous increase to the ceiling level of the fund for the purpose of determining when the 13¢ may be reduced or discontinued.

Benefit Duration - Effective January 1, 1978, for employees with 10 or more years of service, 104 weeks guaranteed and a possible 156 additional weeks non-guaranteed. The non-guaranteed portion applies only to those employees not eligible for retirement and is contingent upon the fund's solvency. (Previously, up to 260 weeks of benefit were possible, but not guaranteed.)

Short Work Week Benefits and Severance Payments - Effective November 1, 1977, benefits are guaranteed through direct employer financing. (Previously, funded through the SUB Plan, if solvent.)

Relocation Allowance: Effective November 1, 1977, \$200-\$550 (\$100-\$450) reimbursement for single employees and \$600-\$1,450 (\$250-\$1,000) reimbursement for married employees. Varies by distance, ranging from 50 to 3,000 or more miles and applies to employees with 10 or more years of service relocating due to layoff.

Canadian Coleman Company Limited, at Toronto - Local 24514, Federal Union (CLC):
A 12-month renewal agreement effective from October 1, 1977 to September 30, 1978, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/77</u>
	Increase	25¢ for incentive work, 30¢ for non-incentive work
	Hand Trucker	\$5.13-\$5.25 (\$4.83-\$4.95)
	Maintenance Mechanic	\$6.52-\$6.82 (\$6.22-\$6.52)
	Probationary period is 60 worked days. Maximum rates reached on merit.	
Pension Plan:	Early retirement between ages 62 to 65 without actuarial reduction (new).	

MACHINERY

Keeprite Products Limited at Brantford - Keeprite Workers' Independent Union:
A 36-month renewal agreement effective from October 1, 1977 to September 30, 1980, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/77</u>	<u>Oct. 1/78</u>	<u>Oct. 1/79</u>
	General Increases	36.5¢	30¢	39¢
	Group 9 (includes General Labour)	\$5.005-\$5.115 (\$4.640-\$4.750)	\$5.305-\$5.415	\$5.695-\$5.805
	Group 1 (includes Millwright-Maintenance)	\$5.265-\$5.665 (\$4.900-\$5.300)	\$5.565-\$5.965	\$5.955-\$6.355

Probationary period is 90 days. Maximum rates are reached on merit.

Cost-of-Living Allowance: \$1.20 generated by the COLA provision in the previous agreement continues as a float.

1¢ per hour for each .46 increase or decrease in the Consumer Price Index, where 1961 equals 100. Trigger is 6% in the 1978 contract year, 4% in 1979, and 5% in 1980. To be adjusted quarterly. (Basic formula is unchanged. Triggers are new.)

Paid Holidays: One floating day is added, to be replaced by Heritage Day if proclaimed, and one-half day is added to the day before Christmas, for a total of 13 (11½) days.

Paid Vacations: 4 weeks after 12 (13) years, and 5 weeks after 20 (23) years.

Health and Welfare: Weekly Indemnity Plan - Effective November 1, 1977, benefit is \$165 (\$147) per week or the UIC maximum, whichever is greater. Effective October 1, 1978, \$180 per week or the UIC maximum, whichever is greater. Effective October 1, 1979, \$200 per week or the UIC maximum, whichever is greater.

Long-Term Disability Plan (new) - Effective November 1, 1977, employer pays 100% of premium costs for plan with benefits of 60% of earnings, to a maximum of \$120 per week. Payable after 39 weeks up to age 65 in the event of accident, or for up to 10 years in the event of sickness.

Dental Plan - Payments are based on the 1977 (1974) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1978, \$12.50 (\$11.62) per month per year of service.

Safety Shoe Allowance: \$15 per year for the purchase of one pair. (Previously, \$5 per pair, with a limit of 2 pairs per year.)

Prescription Safety Glasses: Employer pays \$10 (\$5) towards cost of lenses.

TRANSPORTATION EQUIPMENT

Fleet Industries, a division of Ronyx Corporation Limited at Fort Erie - Local 171, Machinists (AFL-CIO/CLC) (shop operations): A 24-month renewal agreement effective from October 1, 1977 to September 30, 1979, covering 306 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 1/77	Oct. 1/78
COLA Fold-in		42¢	
General Increases		5%	3%
Job Level 1 (includes Labourer)		\$6.39-\$6.71 (\$5.67-\$5.97)	\$6.58-\$6.91
Job Level 7 (Tool and Die Maker)		\$7.72 (\$6.93)	\$7.95

Probationary period is 60 days worked within 6 months. Maximum rates for Labourer reached after two 13-week increases.

Cost-of-Living Allowance: Effective October 1, 1977, 1¢ per hour per 0.3 (0.4) increase in the Consumer Price Index, where 1971 equals 100 (previously, 1961 equals 100). To trigger when the CPI reaches 170.

Shift Premium: Effective October 1, 1977, 0¢-20¢-30¢ (0¢-18¢-24¢).

Paid Vacation: Effective October 1, 1978, 3 weeks after 5 (8) years' service and 4 weeks after 12 (15) years.

Health and Welfare: Dental Plan - Payments are based on the 1977 (1971) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective October 1, 1977, \$10 (\$9) per month per year of future service.

In lieu of past service benefits, effective October 1, 1978, employees receive a lump sum payment equal to \$25 times years of service.

Bendix Heavy Vehicle Systems, Ltd. at London - Local 27, Auto Workers (CLC) (production, office, clerical and technical employees): Two 36-month renewal agreements effective from August 25, 1977 to August 24, 1980, covering 485 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Aug. 25/77</u>	<u>Aug. 28/78</u>	<u>Aug. 27/79</u>
COLA		\$1.07		
Fold-in				
General		50¢	21¢	22¢
Increases				

Production Employees

General	\$6.20-\$6.50	\$6.41-\$6.71	\$6.63-\$6.93
Assembler	(\$4.63-\$4.93)		
Maintenance -	\$7.35-\$7.65	\$7.56-\$7.86	\$7.78-\$8.08
Skilled	(\$5.78-\$6.08)		

Probationary period is 45 days of work or 360 hours of work, whichever is lesser. Maximum rates are reached after two 45-day increases and one 90-day increase.

Office Employees (Monthly Rates)

Grade 1	\$873-\$920	\$909-\$956	\$947-\$994
(General Clerk)	(\$601-\$648)		
Grade 7	\$1,133-\$1,263	\$1,169-\$1,299	\$1,207-\$1,337
(Quality Technician)	(\$ 861-\$ 991)		

Probationary period is 45 days of work. Maximum rates for General Clerk are reached after three 6-month increases and, for Quality Technician, after four 6-month increases.

Cost-of-Living Allowance: 1¢ per hour for each .4 change in the Consumer Price Index, where 1961 equals 100. To be adjusted quarterly. (Formula is unchanged.)

Shift Premium: 0 - 18¢ - 18¢ (0 - 15¢ - 15¢).

Paid Holidays: Effective in the third contract year, Remembrance Day is added for a total of 16 (15) days.

Paid Holidays (Personal)(new): Effective in the first contract year, 1 paid day's leave. Effective in the second contract year, 2 paid days' leave. Effective in the third contract year, 3 paid days' leave.

Vacation Pay: Effective in the 1978 vacation year, 7% vacation pay after 10 years' service (new).

Maternity Leave: Maximum of 7 months' maternity leave for seniority employees. Seniority accumulates throughout leave. (Previously, leave was as stipulated in the Employment Standards Act.)

Health and
Welfare:

Life Insurance - Effective December 1, 1977, \$9,000 (\$7,000) coverage.

Premium Payments - Effective December 1, 1977, employer continues to pay life insurance premiums for employees on layoff for a minimum of 1 month for employees with less than 1 year's service, up to a maximum of 12 months for employees with 6 or more years' service. (Previously, 1 month only for all employees.)

A.D. & D. - Effective December 1, 1977, \$5,500 (\$5,000) coverage

Weekly Indemnity Plan - Effective December 1, 1977, benefit increases to U.I.C. maximum, ie. \$147 per week presently and \$160 per week effective January 1, 1978. (Previously, \$105 per week.) Payable on a 1-8-52 basis. (Previously, paid on a 1-8-39 basis for production employees. Unchanged for office employees.)

Extended Health Care Plan - Effective September 1, 1978, carrier changes. New plan covers hearing aids and eyeglasses.

Drug Plan - Effective September 1, 1978, carrier changes. 35-cent deductible per prescription. (Previously, no deductible.)

Dental Plan - Effective December 1, 1977, Riders 1, 2 and 3 are added to present basic plan. Maximum benefit for orthodontic services is \$650 per year.

Pension Plan
(new):

Basic Benefit - Effective January 1, 1978, employer pays 100% of cost of plan providing benefits of \$5.50 per month per year of service. Effective January 1, 1979, \$6.50. Effective January 1, 1980, \$7.50.

Education Fund
(new):

Employer contributes 1¢ per hour.

Safety Shoe
Allowance:

\$5 per 6-month (previously, 12-month) period.

Essex International of Canada Ltd. (formerly Lanark Manufacturing Company) at

Dunnville - Local 1383, Auto Workers (CLC): A 36-month renewal agreement effective from May 2, 1977 to May 1, 1980, covering 396 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:

Full retroactivity for hours worked from May 2, 1977 to May 29, 1977 for employees who return to work and work a minimum of one week. Retroactive pay excludes vacation pay for 1977.

Effective	<u>Oct. 12/77</u>	<u>May 1/78</u>
General Increases	35¢	20¢
Classification Adjustment	20¢ for Wire-Cutter "A"; 30¢ for Electrician "Journeyman" and Machinist/Repair "Journeyman"	

	<u>Oct. 12/77</u>	<u>May 1/78</u>
Cutter Operator	\$3.24 (\$2.89)	\$3.44
Electrician "Journeyman"	\$5.87 (\$5.22)	\$6.07
Effective	<u>May 1/79</u>	<u>Nov. 1/79</u>
General Increases	20¢	5¢
Cutter Operator	\$3.64	\$3.69
Electrician "Journeyman"	\$6.27	\$6.32

Shift Premium: 0-15¢-15¢ (0-13¢-13¢).

Paid Holidays: Heritage Day, if proclaimed, is added for a total of 10 (9) days.

Bereavement Leave: Children by blood or adoption and step-children are included in up to 3 days' paid leave, excluding weekends.

Health and Welfare: Life Insurance and A.D. and D. - Effective October 12, 1977, \$4000 (\$3000) coverage.

Weekly Indemnity Plan - Effective October 15, 1977 benefit is \$55 (\$50) per week for Class (1) and \$45 (\$40) per week for Class (2). Effective May 15, 1978, \$60 and \$50, respectively.

OHIP - Employer pays 100% of premium costs, to a maximum of 6 months, for employees off on sickness leave or Workmen's Compensation (new).

Drug Plan (new) - Effective November 15, 1977, employer pays 100% of cost of premium for plan with \$20/\$40 deductibles and 80/20 co-insurance. Maximum benefit is \$5,000 per year.

National Auto Radiator Manufacturing Company Limited at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1977 to April 1, 1980, covering 350 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8½ months.

Wages:	Effective	<u>Apr. 1/77</u>	<u>Apr. 1/78</u>	<u>Apr. 1/79</u>
COLA Fold-in		\$1.07		
Increases		Group 1 - 55¢ Group 2 - 40¢ Group 3 - 35¢	Group 1 - 35¢ Group 2 - 25¢ Group 3 - 23¢	Group 1 - 30¢ Group 2 - 25¢ Group 3 - 25¢
Group 3 (includes Labour- General Help)		\$6.66 (\$5.24)	\$6.89	\$7.14
Group 1 (includes Auto Mechanic)		\$7.65 (\$6.03)	\$8.00	\$8.30

Cost-of-Living Allowance: 1¢ per hour for each .3 (.4) change in the Consumer Price Index, where 1971 (previously, 1961) equals 100 and the Index base is 151.2. To be adjusted quarterly.

Shift Premium: Effective April 1, 1977, 0-20¢-20¢ (0-17¢-20¢).

Paid Holidays: 6 days are added for a total of 45 (39) days over the term of the 3-year contract. The new holidays granted are Civic Holiday 1977, a Christmas Shutdown holiday in each of 1978 and 1979, the American Thanksgiving holiday in 1977, 1978 and 1979, and Heritage Day in 1979, if proclaimed, or a lieu day.

Health and Welfare: Weekly Indemnity Plan - Effective April 1, 1978, benefit is \$145 (\$110) per week. Effective April 1, 1979, \$150 per week.

Vision Care and Hearing Aid Plan (new) - Effective April 1, 1978, employer pays 100% of cost of premiums (new).

Dental Plan - Effective April 1, 1978, Plus 2 Rider is added to basic Plan with the employer paying 100% of cost of premiums. Effective April 1, 1979, Plus 3 Rider is added with the Union contributing 2¢ per hour from the COLA provision towards premium costs.

Pension Plan: Basic Benefit - Effective April 1, 1977, \$8.50 (\$7.25) per month per year of service. Effective April 1, 1978, \$9.00.

Supplementary Benefit - Effective April 1, 1977, \$7.00 (\$5.00) per month per year of service. Effective April 1, 1978, \$8.00.

Safety Shoe Allowance: \$20 per pair, once per year.

ELECTRICAL PRODUCTS

Electrohome Ltd. at Cambridge, Kitchener and Waterloo - Local 2345, Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated employees): Two 12-month renewal agreements effective from October 1, 1977 to September 30, 1978, covering 860 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Oct. 1/77
General Increase		16¢
Grade 3 (includes General Labourer) 0-18 weeks		\$3.99-\$4.29 (\$3.83-\$4.13)
Grade 15 (includes Precision Tool Maker) 0-40 weeks		\$6.15-\$7.02 (\$5.99-\$6.86)*

*Previous rates for Precision Tool Maker reflect a 25-cent wage increase during the term of the 1975-1977 agreement.

Paid Vacation: 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 14 years, 5 weeks after 25 years and 6 weeks after 30 years, with an extra week in the 25th year only (all unchanged).

All employees reaching these anniversary dates between July 1, 1977 and December 31, 1977 will be qualified to take the added vacation after the date of reaching their anniversary date (new).

Health and
Welfare:

Extended Health Care Plan - \$50 (\$40) allowance per 24-month period for purchase of eyeglasses, including contact lenses.

Jury Duty:

Employees not on day shift receive time off with pay equivalent to the time served on jury duty. (The previous provision, which remains unchanged, provided for compensation by the employer for any difference between court fees and loss of wages directly resulting from time spent on jury duty.)

Hammond Manufacturing Company Ltd. at Guelph and Puslinch Township - Employees'

Association of the Hammond Manufacturing Company Ltd. (Ind.):

A 12-month renewal agreement effective from October 1, 1977 to September 30, 1978, covering 500 employees, settled through direct bargaining. (A conciliation officer was appointed prior to the settlement, but did not meet with the parties.) Duration of negotiations - 5 months.

Wages:

Effective

Oct. 3/77

Increase

7% on the
maximum of
all job grades

Restructuring of
Wage Schedule

Subsequent to applying the above increase, rate for Job Grades 1 through 7 will be elevated by one job grade. (No employees were previously classified in job Grade 8.) Former Job Grades 9 through 18 will now be renumbered 8 through 17.

Cleaning Operator
(Light)
New Job Grade 1
0-1 year

\$4.56-\$4.72
(\$4.15-\$4.31)

Toolmaker, Class 2
New Job Grade 17
0-1 year

\$6.77-\$6.93
(\$6.32-\$6.48)

Cost of Living
Provision:

COLA provision was deleted from the previous agreement following review by the Anti-Inflation Board. There is no COLA provision in the new agreement.

Paid Holidays:

Heritage Day in February is added for a total of 11 days. Holidays include a half day before New Year's Day. (Previously, half day on December 31 was observed if it fell on a regular working day.)

Paid Vacation:

6 weeks (new) after 30 years' service.

An additional week of vacation at 2% of total annual pay is granted to employees completing 5, 15, 25, or 30 years of service between July 1 and December 31 of any year. (Previously, after 5, 15 and 25 years.)

Health and Welfare: Employer Contribution - Effective for the next agreement beginning October 2, 1978, the employer will pay 100% (90%) of the premiums for the following plans: OHIP, Semi-Private Hospital Care, Extended Health Care, A.D. & D., Weekly Indemnity and Preventive Dental Care.

Safety Shoes: Employer contributes 50% (20%) of cost, to a maximum of \$10 (\$4) per pair.

Industrial Wire and Cable Company at Toronto - Local 7608, Steelworkers (AFL-CIO)
A 24-month renewal agreement effective from August 18, 1977 to August 17, 1979, covering 210 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 18/77</u>	<u>Aug. 18/78</u>
	General Increases	33¢	22¢
	Labourer	\$5.64-\$5.74 (\$5.31-\$5.41)	\$5.86-\$5.96
	Machinist A	\$6.47-\$6.63 (\$6.14-\$6.30)	\$6.69-\$6.85

Shift Premiums: 0-20¢-20¢ (0-18¢-18¢). Effective August 18, 1978, 0-21¢-21¢.

Health and Welfare: Weekly Indemnity Plan - Benefit is \$115 (\$105) per week, payable as previously, on a 1-4-26 basis. Effective August 18, 1978, \$125 per week.

Pension Plan: \$5.50 (\$4.50) per month per year of future service. Effective August 18, 1978, \$6.00 per month per year of future service.

NON-METALLIC MINERAL PRODUCTS

Consumers Glass Company Ltd. at Toronto - Local 200, Glass and Ceramic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 20, 1977 to June 19, 1979, covering 700 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 20/77</u>	<u>June 20/78</u>
	COLA Fold-in	15¢	
	General Increases	39¢	28¢
	Adjustment (Pipefitter only)	6¢	
	Labourer	\$6.20 (\$5.66)	\$6.48
	Pipefitter	\$7.16-\$7.51 (\$6.56-\$6.91)	\$7.44-\$7.79

	<u>June 20/77</u>	<u>June 20/78</u>
Electrician	\$7.39-\$7.63 (\$6.85-\$7.09)	\$7.67-\$7.91
Cost of Living Allowance:	Should the Consumer Price Index increase by more than 6% between October 1976 and October 1977 (i.e. the Basic Protection Factor), an allowance equal to the excess will be added to the wage rates effective June 20, 1978. (Previously, quarterly adjustments of 1¢ per 0.5 change in the CPI. Capped at 15¢.)	

ELECTRIC POWER, GAS AND WATER UTILITIES

Scarborough Borough Public Utilities Commission (Hydro Division, Water Works Division, Garage Division) - Local 636, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1977 to March 31, 1978, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/77</u>	<u>Jan. 1/78</u>
	General Increases	5.5%	2.11%
	Labourer	\$6.40 (\$6.07)	\$6.54
	Journeyman Lineman	\$9.06 (\$8.59)	\$9.25

Paid Holidays: Heritage Day is added, if proclaimed, and if the cost of the wage adjustment and this additional holiday does not exceed the present cost to the Commission of providing the current OMERS Supplementary Plan for future service benefits. Heritage Day brings the total of paid holidays to 12 (11).

Paid Vacation: 4 weeks after 12 (14) years' service. 4 weeks and 1 day after 19 (20) years and one additional day for each additional year of service thereafter, to a maximum of 5 weeks after 23 (24) years. 6 weeks (new) after 28 years' service.

Meal Allowance: \$3.50 (\$3.00).

Safety Shoe Allowance: \$30 (\$25) per year for Construction workers. \$17.50 (\$15) per year for other workers.

RETAIL TRADE

Liquor Control Board of Ontario and Liquor Licence Board of Ontario - Liquor Control Board of Ontario and Liquor Licence Board of Ontario Employees' Association (CLC): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 3,485 employees, settled at the mediation stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 1/77</u>
	General Increase	8.1%
	<u>Annual Rates</u>	
	Clerk, Grade 1 (36 1/4 hours per week) 3 steps	\$7,578-\$8,227 (\$7,010-\$7,611)
	Licence Inspector 2 (40 hours per week) 4 steps	\$15,596-\$17,551 (\$14,427-\$16,236)
Health and Welfare:	<u>Long Term Income Protection Plan</u> - Employer pays 100% (85%) of cost of premiums.	

EDUCATION AND RELATED SERVICES

Frontenac County Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Average Increase	7.93%
	Teacher-Category I 0-11 years	\$11,571-\$21,472 (\$10,605-\$19,755)
	Teacher-Category IV 0-12 years	\$13,952-\$26,175 (\$12,805-\$24,102)
	Vice-Principal 0-3 years	\$29,454-\$31,034 (\$27,054-\$28,634)
	Principal 0-4 years	\$32,406-\$35,463 (\$30,006-\$33,063)
Earnings Protection Allowance:	\$605 payable on or before June 30, 1978, prorated for less than full-time service (unchanged).	
Cost of Living Allowance:	\$250 payable on or before June 30, 1978, prorated for less than full-time service.	
	An additional \$5 for every 0.1 point rise in the Ottawa Consumer Price Index during the period June 1, 1977 to May 31, 1978, after the Index rises 8% over the May 1977 Base figure (formula unchanged). 1961 equals 100.	
Travel Allowance:	18¢ (17.5¢) per mile.	

Lakehead Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 640 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Teacher - Pre-Degree 0-6 years	\$11,000-\$14,540 (\$10,233-\$13,635)
	Teacher - Category A1 0-10 years	\$13,350-\$21,350 (\$12,155-\$19,765)
	Teacher - Category A4 0-11 years	\$16,300-\$27,300 (\$14,450-\$25,494)

Principals:

With an E.S.T. 4 Certificate - \$27,300 to \$29,460 (\$25,488 to \$27,648), with 4 annual increments of \$540.

Cost of Living Allowance: Monthly adjustments will be made until June 30, 1978 for each month that the Consumer Price Index for Thunder Bay exceeds a 6% rise over the base index for August, 1977. The adjustment will be determined by applying the excess against the employee's monthly salary. (A similar provision in the previous agreement with an 8% trigger point did not generate an allowance.)

Remote School Allowance: The number of areas designated as remote has been expanded, with allowances now ranging from \$300 to \$600 (\$300 to \$400) per school year, prorated for part-time teachers.

Compassionate Leave: Grandparents are included for up to 5 days' paid leave for illness in immediate family.

Middlesex County Board of Education - District 41, Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 260 employees, settled with mediation assistance. Duration of negotiations - 8½ months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	\$650-\$1,650
	Teacher Level 1 0-10 years	\$12,000-\$20,600 (\$11,350-\$19,450)
	Teacher Level 4 0-12 years	\$14,400-\$25,700 (\$13,600-\$24,275)

Ottawa Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (OTF): A 24-month renewal agreement effective from September 1, 1976 to August 31, 1978, covering 1,650 employees. (Previously reported in May 1977, p.288.)

Increases to be applied to the salary and responsibility allowances in the form of COLA fold-in on August 31, 1977 and August 31, 1978 were determined by an Arbitration Board in October, 1977.

The COLA fold-in to be applied August 31, 1978 will equal the percentage of total dollars paid in COLA during the school year 1977-78 to base salary on September 1, as calculated on the 10th year salary Category A4.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Aug. 31/78</u>
	General Increase	6%	COLA Fold-in
<u>Annual Rates</u>			
	Teacher - Category A1	\$13,384-\$21,992	
	0-10 years	(\$12,626-\$20,747)	
	Teacher - Category A4	\$15,618-\$26,982	
	0-10 years	(\$14,734-\$25,455)	
	Consultant	\$25,553-\$29,750	
	0-5 years	(\$24,107-\$28,066)	
	Principal	\$35,001-\$39,005	
	0-3 years	(\$33,020-\$36,797)	
Additional	Effective	<u>Sept. 1/77</u>	
Annual			
Allowances:	Coordinator	\$4,650 (\$4,387)	
	Consultant	\$3,494 (\$3,296)	
	Heads		
	A	\$2,915 (\$2,750)	
	B	\$2,473 (\$2,333)	
	C	\$2,142 (\$1,926)	
	Assistant	\$1,315 (\$1,241)	

Provincial Schools Authority, province-wide - Federation of Provincial Schools Authority Teachers (Ind.): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 700 employees, settled at the mediation stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Teacher, Category E1	\$9,460-\$13,510
	0-5 years	(\$8,130-\$12,130)
	Teacher, Category E4	\$12,600-\$21,060
	0-9 years	(\$11,880-\$19,710)
	Teacher, Category E7	\$15,420-\$26,700
	0-12 years	(\$14,490-\$24,930)

Duty Assignment for Redundant Teachers (new): Up to 4 of the 7 positions normally set aside under the existing Educational Improvement Leave Program may be used to employ redundant teachers for a period of 1 year at full salary. A travel allowance of up to \$2,000 per year is available for assignments involving travel beyond a fifty-mile radius from the teacher's residence. Teachers appointed to these duty assignments will not be eligible for severance pay as provided under the agreement.

University of Toronto (Libraries) - Local 1230, Canadian Union of Public Employees (CLC) (non-professional employees): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 398 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

Wages: \$350 in settlement pay to all eligible members of the bargaining unit.

Effective	<u>Oct. 1/77</u>
General Increase	6.2%
Library Technician II	\$8,066-\$9,593 (\$7,595-\$9,033)
Programmer III	\$16,175-\$19,548 (\$15,231-\$18,407)

Probationary period is 90 calendar days. Maximum rates are reached after four 1-year increases.

HEALTH AND WELFARE SERVICES

Riverside Hospital at Ottawa - Ontario Nurses' Association (Ind.) (registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 250 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 14 months.

Wages: Special Hiring Rate (new) - Effective October 26, 1976 for the period ending September 30, 1977, Registered Staff Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service the minimum rates shown below are paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
General Staff Nurse (Registered)	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Assistant Head Nurse	\$1,258-\$1,458 (\$1,165-\$1,365)	\$1,333-\$1,533
Part-time GSN (Registered) Regular	\$55.54-\$64.74 (\$51.46-\$60.69)	\$58.99-\$68.18

Probationary period is 60 tours worked. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Tour Differential: Effective October 1, 1976, 22¢ (20¢) per hour for nurses working the compressed work week.

Paid Vacation: Effective October 1, 1976, 5 weeks after 12 years for full-time nurses and after 18,000 hours for part-time nurses (new).

Health and Welfare: Semi-Private Hospitalization (new) - Employer pays 100% of premium costs.

Salvation Army Grace Hospital at Ottawa - Local 158, Ontario Nurses' Association (Ind.) (registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 225 employees, settled at the post conciliation officer stage. Duration of negotiations - 12½ months.

Wages: Special Hiring Rate (new) - Effective September 21, 1977, Registered Nurses with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service such nurses will be placed on the salary grid and will advance to the next level of the grid following an additional 6 months' service.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Assistant Head Nurse	\$1,236.60-\$1,391.60 (\$1,143.60-\$1,298.60)	\$1,311.60-\$1,466.60
Part-time Registered Staff Nurse	\$55.74-\$64.97 (\$51.46-\$60.69)	\$59.19-\$68.42

Probationary period is 60 worked tours. Maximum rates for Registered Nurse, full and part-time, are reached after seven annual increases. Maximum rates for Assistant Head Nurse are reached after five annual increases.

Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium: 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Paid Vacation: Effective October 1, 1976, 5 weeks (new) after 25 years' service. Effective October 1, 1977, 5 weeks after 22 years.

Scarborough General Hospital - Ontario Nurses' Association (Ind.) (full-time and part-time employees): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering a total of 580 employees, settled at the conciliation officer stage. Duration of negotiations - 16 months.

Provisions shown below apply to the contracts for both full-time and part-time nurses, except where noted.

Holdback: The employer will implement a \$67 per month increase for full-time nurses pending approval by the Anti-Inflation Board of the increases shown below.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
	<u>Full-time Nurses</u>		
	General Increases	\$93 per month	\$75 per month
	Adjustment (Assistant Head Nurse)	\$4.50 per month	
	<u>Monthly Rates</u>		
	Registered Staff Nurse*	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
	0-7 years		
	Assistant Head Nurse	\$1,279.50-\$1,490.50 (\$1,182.00-\$1,393.00)	\$1,354.50-\$1,565.50
	0-7 years		

*Effective October 1, 1977 a pre-start rate of \$1,190 per month will be established for a Registered Nurse with less than 1 year of clinical experience at hiring. Upon completion of 6 months of service, the nurse will advance to step 1 of the regular salary grid and be credited with having completed 6 months of service at this step. The new pre-start rate for a regular part-time Registered Nurse is \$59.31 per tour.

Part-time Nurses

Tour Rates

Regular RN	\$59.10-\$68.88	\$63.95-\$73.92
0-1,400 tours	(\$54.55-\$64.33)	
Casual RN	\$59.10	\$63.95
	(\$54.55)	

Shift Premium: Effective September 26, 1977, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per tour.

Standby Pay: Effective September 26, 1977, \$10 (\$8.50) for each 7 3/4 hours on standby.

Premium Pay for Work on Designated Days (Part-time Nurses only): Time and one-half for all regular hours and double time for all overtime hours worked on Boxing Day or Civic Holiday. There is no holiday pay for these two days (new).

Paid Vacation (Full-time Nurses only): Effective in 1978, 5 weeks after 22 years' service (new).

Health and Welfare: Semi-Private Hospital Care Plan (Full-time Nurses) - Employer pays 100% of the premiums for this new coverage.

Earned Benefit Allowance (Part-time Nurses) - Effective October 1, 1977, 8% (6%) of the applicable daily tour rate for each tour worked is paid in lieu of insurance benefits.

Service Credit Transfer: An employee changing status from part-time to full-time remains on a comparable salary level (unchanged). For the purpose of determining the next advancement date, tours worked while on part-time status will be credited at the rate of 200 tours equals 1 year.

Sunnybrook Hospital at Toronto - Ontario Nurses' Association (Ind.) (full-time nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 505 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 16 months.

Holdback: The employer will implement a \$70 per month increase pending approval by the Anti-Inflation Board of the increases shown below.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases		\$93 per month	\$75 per month
Adjustment (Charge Nurse)		\$2.66 per month	

Monthly Rates

Registered Staff Nurse* 0-7 years	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Charge Nurse 0-7 years	\$1,250.44-\$1,450.44 (\$1,154.78-\$1,354.78)	\$1,325.44-\$1,525.44
Infection Control Nurse 0-7 years	\$1,309.79-\$1,509.79 (\$1,216.79-\$1,416.79)	\$1,384.79-\$1,584.79

*Effective October 1, 1977, a pre-start rate of \$1,190 per month will be established for a Registered Staff Nurse with less than 1 year of clinical experience at the time of being hired. Upon completion of 6 months of service, the nurse will advance to step 1 of the regular salary grid and be credited with having completed 6 months of service at that step.

Shift Premium: 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per tour. A nurse working a 12-hour shift receives a premium of 22¢ per hour (new).

Standby Pay: Effective November 3, 1977, \$10.00 (\$8.50) per tour.

Call-back Pay: Effective November 3, 1977, minimum of 4 hours at time and one-half. (Previously, 4 hours at straight time.)

Paid Holidays: 11 (unchanged). A floating holiday which was granted to eligible employees on a day selected by the employee will now be observed on a common date. This holiday will be designated as Heritage Day, if proclaimed by the Government.

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Department, Standardbred Race Operations), province-wide - Local 528, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1977 to December 31, 1978, covering 325 employees, settled with direct mediation. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/77</u>	<u>July 1/77</u>	<u>Jan. 1/78</u>
	Increases	\$2.75 per day for seniority list empls.; \$.50 per day for all other empls.		\$1.25-\$2.15 per day for all empls.
	Efficiency Adjustment	Average 23% wage increase for empls. . affected by instal- lation of new equip- ment. Extensive classification re- visions and deletions.		
	<u>Seniority List Employees</u>			
	Messenger Betting Seller	\$29.82 (\$27.07)	\$30.00	\$31.25
	Terminal Operator (new)		\$46.50	\$48.65
	Head Dealer	\$54.09 (\$51.34)	\$54.09	\$56.09
Probationary Period:	165 (100) working days.			
Vacation Pay:	10% vacation pay (new) after 20 years' service.			
Health and Welfare:	<u>OHIP</u> - Effective upon ratification, employer pays 100% of increase in premium costs since 1975.			

Ontario Jockey Club (Mutuel Department, Thoroughbred Race Operations), province-wide - Local 528, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1977 to December 31, 1978, covering 460 employees, settled with direct mediation. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/77</u>	<u>Sept. 1/77</u>	<u>Jan. 1/78</u>
	Increases	\$2.00 per day for seniority list empls.; \$1.00 per day for all other empls.		\$1.75-\$2.40 per day for all empls.

Jan. 1/77

Sept. 1/77

Jan. 1/

Efficiency
Adjustment

Average 14% wage
increase for empls.
affected by instal-
lation of new equip-
ment. Extensive
classification re-
visions and deletions.

Seniority List Employees

Messenger	\$28.67	\$28.67	\$30.42
Betting	(\$26.67)		
Seller			
Terminal Operator (new)		\$48.00	\$50.00
Head Dealer (Toronto)	\$59.55 (\$57.55)	\$59.55	\$61.95

Vacation Pay: 7% vacation pay after 10 (15) years' service. 8% vacation pay
(new) after 20 years.

Health and Welfare: Weekly Indemnity Plan - Effective upon ratification, benefit
increases to \$150 (\$100) per week.

Dental Plan (new) - Effective upon ratification, employer pays
100% of cost of premiums for basic dental plan.

Mileage Allowance: 19¢ (15¢) per mile.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Economists, Sociologists and
Statisticians Assn. (Ind.): A 12-month renewal agreement
effective from June 27, 1977 to June 25, 1978, covering
2,465 employees, settled at the arbitration stage. Duration
of negotiations - 6 months.

Wages:	Effective	<u>June 27/77</u>
	Increase	7.5%, to a maximum of \$2,400

Annual Rates

ES-1	\$11,460-\$18,380 (\$10,660-\$17,100)
ES-3	\$11,600-\$22,782 (\$10,791-\$21,193)
ES-5	\$24,481-\$32,045 (\$22,773-\$29,809)
ES-8	\$34,480-\$41,480 (\$32,080-\$39,080)

Paid Vacation: 4 weeks after 13 (15) years' service.

LOCAL ADMINISTRATION

Ottawa City Corp. - Ottawa Police Association Ltd. (Ind.): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 590 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/77</u>
	Increase:	
	Police Constable (1st Class)	8.75%
	All other ranks	6%
	<u>Annual Rates</u>	
	Police Constable (3rd Class)	\$14,875.28 (\$14,016.00)
	Police Constable (1st Class)	\$18,815.42 (\$17,303.00)
	Staff Sergeant (1st Class)	\$23,040.16 (\$21,736.00)
	Staff Superintendent	\$33,852.59 (\$31,936.00)

Bereavement Leave: 1 day's paid leave in the event of death of brother-in-law, sister-in-law or grandparent (new).

Sick Leave: Full payment of accumulated sick leave upon retirement at age 55, if age and service equal 85 (new). At the end of the period employee may elect to take the final 6 months standing to this credit as a lump sum payment. He may elect to accept an actuarially adjusted pension after sick leave is exhausted or a deferred pension to be paid at the date of his normal retirement (new).

Meal Allowance: Lunch - \$4.25 (\$4.00). Dinner - \$7.50 (\$7.00).

Overtime Meal Allowance: \$2.50 (\$2.25).

Police Academy Allowance: \$30 (\$25) per week.

Dry Cleaning Allowance: \$132.50 (\$125.00) per year.

Plainclothes Allowance: \$500 (\$475) per year, paid quarterly.

This agreement has been approved by the Anti-Inflation Board.

CONSTRUCTION

Toronto Construction Association, General Contractors' Section - Toronto District Council, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from November 1, 1977 to October 30, 1978, covering 4,200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 1/77
	General Increase	30¢
	Journeyman Carpenter	\$11.55 (\$11.25)
Pension Plan:	Effective January 1, 1978, employer contributes 57¢ (40¢) per hour.	
Training Fund:	Effective November 1, 1977, employer contributes 2¢ (1¢) per hour.	
Dues Supplement:	Employer contributes 2¢ (new) per hour. Previous deduction from employee of 1% continues.	
Administration Fund:	5¢ (2¢) per hour.	
Tool Insurance:	\$60 (\$50).	

Addendum

July 1977 Settlement

FOOD AND BEVERAGE

Canadian Cannery Limited at Amherstburg and Leamington, Exeter, Hamilton, St. David's, Simcoe and Waterford - Locals 403, P-596 and P-617, Foodworkers (AFL-CIO/CLC) (hourly-rated employees): Six renewal agreements covering 362 employees, settled with mediation assistance in July, 1977, and due to expire March 1, 1979. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/77 (Leamington and Amherstburg)	Jan. 1/78
		Jan. 25/77 (Exeter)	Jan. 25/78
		Jan. 26/77 (Waterford)	Jan. 26/78
		Feb. 1/77 (Hamilton)	Feb. 1/78
		Feb. 20/77 (St. David's)	Feb. 20/78
		June 15/77 (Simcoe)	June 15/78
	Light Production Labour (Amherstburg and Leamington)	\$3.70 (\$3.45)	\$3.88
	Journeyman Electrician (Exeter)	\$6.78 (\$6.29)	\$7.17

Cost-of-Living Allowance:	<p>The cost-of-living allowance established during the term of the previous contract carries forward as a float for the duration of the 1977-1979 contract, except in the Waterford agreement where there was no COLA previously. Floats are 7¢ in the Exeter, Hamilton and St. David's agreements, 35¢ in the Simcoe agreement and 38¢ in the Amherstburg and Leamington agreement.</p> <p>1% for each 1% rise in the Consumer Price Index above 6%, where 1971 equals 100. Index months compared are December 1977 and 1978 in the Amherstburg and Leamington, Exeter and Waterford agreements, January 1977 and 1978 in the Hamilton and St. David's agreements and May 1977 and 1978 in the Simcoe agreement. Pending approval by the Anti-Inflation Board, amounts generated will be folded into the wage rates retroactive to the date of the second-year wage increase. (Previously, 1¢ for each .5 increase in the CPI, where 1961 equals 100. To be adjusted quarterly and capped at 7¢ in the Exeter, Hamilton and St. David's agreements, 35¢ in the Simcoe agreement and 40¢ in the Amherstburg and Leamington agreement.)</p>
Shift Premiums:	<p>St. David's: 0 - 20¢ - 25¢ (0 - 17¢ - 25¢) Simcoe: 0 - 20¢ - 25¢ (0 - 17¢ - 20¢) Others: 0 - 20¢ - 20¢ (0 - 17¢ - 17¢)</p>
Paid Vacations:	<p>3 weeks after 5 (6) years' service. In the Exeter and Hamilton agreements only, 4 weeks after 14 (15) years' service.</p>
Bereavement Leave:	<p>Grandchildren in the Simcoe agreement and sons-in-law and daughters-in-law in the Hamilton and Waterford agreements are excluded from 3 days' paid leave to attend the funeral.</p> <p>1 day's paid leave if unable to attend the funeral. (New in the Amherstburg and Leamington, Exeter and Simcoe agreements. Unchanged in the remaining agreements.)</p>
Sick Leave:	<p>Benefits range from 1 week's full pay and 14 (4) weeks' half pay after 1 year of service to 26 weeks' full pay and 26 (16) weeks' half pay after 26 years' service. In the case of recurring illness, full pay after 13 weeks and half pay after 4 weeks back on the job (new).</p>
Jury Pay (Amherstburg and Leamington only):	<p>Employee receives the difference between regular pay and jury duty pay (new).</p>
Crown Witness Pay (Amherstburg and Leamington and Exeter only):	<p>Employee receives the difference between regular pay and crown witness pay (new).</p>
Health and Welfare:	<p><u>Dental Plan (Exeter and Simcoe only)</u> - Effective in the second contract year, employer pays 100% of cost of premiums. (Plan is new in Simcoe agreement. Previously, in the Exeter agreement, employer paid 50% of cost of premiums.)</p>
Safety Shoe Allowance:	<p>\$25 per year. (Previously, \$15 per year in the Amherstburg and Leamington and Waterford agreements, \$17.50 per year in the Simcoe agreement and \$20 per year in the Exeter, Hamilton and St. David's agreements.)</p>
Prescription Safety Glasses:	<p>Up to \$30 per year. Unchanged in the Exeter agreement. New in the remaining agreements.</p>

Tool Allowance: \$40 (\$30) per year to specified classifications in the Amherstburg and Leamington, Exeter, St. David's and Simcoe agreements. Unchanged in the Hamilton agreement. Not applicable to the Waterford agreement.

Uniform Allowance: \$40 (new) per year for female seniority employees. All uniforms (Simcoe only): are supplied to male employees (new).

This report supersedes that in the July 1977 Report (p. 458) for Canadian Cannery Ltd. in Simcoe, Ontario.

September 1977 Settlements

METAL FABRICATING

Milrod Metal Products (formerly, Ralph Milrod Metal Products Limited) at Mississauga - Local 252, Auto Workers* (CLC): A 36-month first agreement effective from March 15, 1977 to March 14, 1980, covering 210 employees, settled at the post-conciliation bargaining stage and ratified in September, 1977. Duration of negotiations - 3 months.

* In April, 1977, the Auto Workers Union replaced the Machinists Union as bargaining agent.

Wages:	Effective	Mar. 15/77	Mar. 15/78	Mar. 15/79
General Increases		41.5¢*	45¢	65¢
Skilled Trades Adjustments		15¢	10¢	5¢
Press Operator		\$4.850 (\$4.435)	\$5.300	\$5.950
Tool and Die Maker A		\$7.120-\$7.420 (\$6.555-\$6.855)	\$7.670-\$7.970	\$8.370-\$8.670

Probationary period is 30 days worked. Maximum rates for Tool and Die Maker A are reached on merit.

*Note: Increases are subject to approval by the Anti-Inflation Board. 8% is payable immediately.

Shift Premium: Effective September 29, 1977, 0-20¢-25¢ (0-17¢-22¢).

Paid Holidays: Effective in 1979, 1 floating day is added for a total of 12 (11) days.

Vacation Pay: Effective in the 1978 vacation year, 5% (4%) vacation pay for employees with less than 5 years' service. 7% (6%) after 5 years' service. 9% (8%) after 15 years' service.

Bereavement Leave: Grandmother and grandfather are included in up to 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective September 29, 1977, \$10,000 (\$9,000) coverage.

Pension Plan (new): Effective March 15, 1978, employer pays 100% of cost of pension plan providing benefits of \$5 per month per year of service.

Tuition Allowance (new): Maximum of \$100 per year for approved courses.

HEALTH AND WELFARE SERVICES

Belleville General Hospital - Local 58, Ontario Nurses' Association (Ind.)
(registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 276 employees, settled at the conciliation officer stage and ratified in September, 1977. Duration of negotiations - 12 months.

Wages: Special Hiring Rate (new) - Registered Nurses with less than 1 year of clinical experience and hired after April 5, 1977 receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service, such nurses will be placed on the salary grid and will advance to the next level of the grid following an additional 6 months' service.

Graduate nurses, pending registration, receive \$1,048.31 per month and shall abide by the conditions applying to the new Registered Nurse as indicated above. Should they not achieve the certificate of competence in six months, they will advance to the Graduate Nurse salary grid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Classification Adjustments	7.13¢ per hour for Head Nurse; 3.29¢ per hour for Ass't. Head Nurse	
Staff Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Part-time Staff Nurse	\$59.54-\$69.45 (\$55.25-\$65.16)	\$63.00-\$72.91
Head Nurse	\$1,326.44-\$1,547.44 (\$1,221.47-\$1,442.47)	\$1,401.40-\$1,622.44

Probationary period is 60 worked tours or 3 months. Maximum rates for Staff Nurse are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately. If a roll-back is required the reduction will involve salary only.

Shift Premium: Effective the first pay period following September 23, 1977, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Paid Holidays: Heritage Day, if proclaimed, replaces the "float" holiday between New Years and Good Friday.

Nurses on staff on June 30, 1977 and May 15, 1978 receive one non-cumulative floating holiday per respective calendar year for a total (unchanged) of 11 days.

Paid Vacation: Effective in 1977, 5 weeks (new) after 25 years' service.
Effective in 1978, 5 weeks after 22 years.

Health and Welfare: Semi-Private Hospitalization Plan (new) - Effective as soon as possible after September 23, 1977, employer pays 100% of cost of premiums.

Lieu Payment (new) - Effective in the first contract year, part-time nurses receive 7.24% in lieu of fringe benefits. Effective October 1, 1977, lieu payment increases to 8%.

Responsibility Allowance: If assignment is for a period of 4 (5) days or more, payment is retroactive to the commencement of the assignment.

Windsor Metropolitan General Hospital - Local 44, Ontario Nurses' Association (Ind.) (registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 300 employees, settled at the post-conciliation bargaining stage and ratified in September, 1977. Duration of negotiations - 14 months.

Wages: Special Hiring Rate (new) - Effective September 21, 1977, Registered Nurses who are hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. After 6 months' service the minimum rates shown below are paid.

This special hiring rate also applies to Graduate Nurses who are hired with less than 1 year of clinical experience. Effective September 21, 1977, \$1,074 per month. Effective October 1, 1977, \$1,149 per month. After 6 months' service, minimum of rate range is paid.

Part-time Registered and Graduate Nurses also have a special hiring rate. Effective September 21, 1977, Registered Nurses who are hired with less than 1 year of clinical experience receive \$56.75 per day, and Graduate Nurses who are hired with less than 1 year of clinical experience receive \$54.65 per day. Effective October 1, 1977, \$60.55 and \$58.45, respectively. After 6 months' service, minimum of rate range is paid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	Oct. 1/76	Oct. 1/77
General Increases	\$93 per month*	\$75 per month
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Ass't. Head Nurse, Health/ECO	\$1,249.00-\$1,457.00 (\$1,155.95-\$1,364.14)	\$1,324.00-\$1,532.00
Part-time Registered Nurse	\$61.45-\$71.65 (\$56.73-\$66.90)	\$65.30-\$75.45

Probationary period is 60 tours worked. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premium: Effective the first pay period following September 21, 1977, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Standby Pay: Effective October 1, 1977, \$10.00 (\$8.50) per tour.

Paid Holidays: Nurses on staff before September 30, 1977 receive one non-cumulative floating holiday per respective calendar year, for a total (unchanged) of 11 days.

Bereavement Leave: Grandparent is included for up to 3 (1) days' paid leave. 1 (3) day's paid leave upon death of mother-in-law or father-in-law. 1 day's paid leave (new) upon death of sister-in-law or brother-in-law.

Sick Leave: Maximum accumulation is 150 (130) days.

Health and Welfare: OHIP - Employer pays 100% (75%) of premium costs for family coverage.

Effective October 1, 1976, female employees already enrolled in a plan similar to the OHIP one receive \$8.00 (\$16.00) in lieu of the monthly premium.

Semi-Private Hospitalization (new) - Employer pays 100% of premium costs.

Bestview Holdings Limited and Bestview Services Limited at Markham, Newmarket, Orillia, St. Catharines, Sarnia and Toronto - Christian Labour Association (Ind.): A 21-month renewal agreement effective from July 1, 1977, to March 31, 1979, covering 350 employees, settled at the arbitration stage and ratified in September, 1977. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/77</u>	<u>Apr. 2/78</u>
	General Increase	2%	Wage and Benefit Review
	Kitchen, Housekeeping, Laundry	\$4.21-\$4.60 (\$4.13-\$4.51)	
	R.N.A.	\$4.88-\$5.48 (\$4.78-\$5.37)	

Probationary period is 60 days worked. Maximum rates are reached after 2 annual increases for Kitchen, Housekeeping and Laundry, and 3 annual increases for R.N.A..

Paid Holidays: One floating holiday is added, to be replaced by Heritage Day if proclaimed, for a total of 11 (10) days.

Jury Pay (new): Employer pays difference between jury duty pay and regular pay, for a maximum of 10 days per year.

Health and Welfare: Drug Plan - Effective the month following the AIB ruling, \$25/\$50 deductibles. (Previously, \$50 deductible.)

Anti-Inflation Board Rulings in October 1977

Employer and Union	Reference	Action
Associated Clothing Manufacturers of the Province of Quebec Inc. and Montreal Clothing Contractors Assn. Inc., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ont., Toronto and Hamilton, Ont. and Montreal Joint Board and Toronto Joint Board, Amalgamated Clothing and Textile Workers (AFL-CIO/CLC)	Dec. 76, p. 715	Disallowed
Canadian Cannery Ltd., Amherstburg and Leamington, Exeter, Hamilton, St. David's, Simcoe and Waterford and Foodworkers (AFL-CIO/CLC) (hourly-rated empls.)	Oct. 77, p. 678	Allowed
Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool and United Grain Growers Ltd., Thunder Bay and Railway Clerks (AFL-CIO/CLC)	June 77, p. 381	Disallowed
Council of Printing Industries of Canada, Toronto and area and Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	Apr. 77, p. 201	Disallowed
Dashwood Industries Ltd., Centralia, Dashwood and Mount Brydges and Carpenters (AFL-CIO/CLC)	Jan. 77, p. 5	Disallowed
Dominion Bridge Co. Ltd., Mount Dennis Plant, Toronto and Steelworkers (AFL-CIO/CLC)	June 77, p. 362	Disallowed
Durham Regional Municipality and CUPE (CLC) (outside empls.)	Apr. 77, p. 228	Allowed
Foster Wheeler Ltd., St. Catharines and Steelworkers (AFL-CIO/CLC)	Mar. 77, p. 123	Disallowed
Monarch Fine Foods Ltd., Toronto and Teamsters (Ind.)	July 77, p. 459	Disallowed
North York Public Library Board and CUPE (CLC)	July 77, p. 475	Allowed
Schneider, J. M., Inc., Kitchener and Employees' Assn. (Ind.)	Aug. 77, p. 515	Allowed
Steinberg's Ltd., Ottawa and other centres, Ont. and Hull and Gatineau, Que. and Retail Clerks (AFL-CIO/CLC)	Mar. 77, p. 144	Disallowed
Sunar Ltd., Steel Div., Waterloo and Steelworkers (AFL-CIO/CLC)	July 77, p. 461	Disallowed
Toronto Transit Commission and Amalgamated Transit Union (AFL-CIO/CLC)	Aug. 77, p. 531	Allowed

Negotiations in Progress during October 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
Parts of Canada Ltd., Toronto	Auto Workers (CLC)	375	MED/WS
Acanda Canada Ltd., New Toronto	Auto Workers (CLC)	750	B
Chor Cap and Closure Corp. of Canada Ltd., Toronto and Premier Plastics Ltd. and Plasticap Ltd., Richmond Hill	Electrical Workers (UE) (CLC)	430	CO
tex Woollens Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	240	B
omic Energy of Canada Ltd., Commercial Products Div., Ottawa**	CLC-Directly Chartered	240	CO
omic Energy of Canada Ltd., Sheridan Park**	Public Service Alliance (CLC) (draftsmen)	210	CO
ach Appliances International Ltd., Ottawa	Auto Workers (CLC)	400	B
ant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	580	PMB
ant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	400	F
seph Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	CO
cler Metal Products Co. Ltd., Cambridge	Auto Workers (CLC)	523	PCB
ldwell Linen Mills Ltd., Matilda	United Textile Workers (AFL- CIO/CLC)	300	B
mbidge Towel Mills Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	220	B
ada Cycle and Motor Co. Ltd., Weston	Auto Workers (CLC) (production and warehouse empls.)	500	B
ada Wire and Cable Ltd., Leaside	Electrical Workers (UE) (CLC)	555	MED
adian Fabricated Products Ltd., Stratford	Auto Workers (CLC)	665	B
adian General Electric Ltd., Marrie, Burlington, Caledonia, Wuelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,500	B
adian Industries Ltd. Industrial Chemicals Div.), Cornwall	Steelworkers (AFL-CIO/CLC)	225	B
adian Industries Ltd. Paint and Varnish Plants and Paint Research Laboratory) York Works), Toronto	Steelworkers (AFL-CIO/CLC)	250	CO

See page 695 for definition of codes.

*Federal jurisdiction.

Negotiations in Progress during October 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canadian Pittsburgh Industries Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/ CLC)	400	B
Canadian Standards Assn., Toronto	CUPE (CLC)	290	CO
Canteen of Canada Ltd. (Vending and Food Service), Brantford, Hamilton, London, Oakville, St. Catharines and Toronto	Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	387	B
Cara Operations Ltd. (Airline Service Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	340	B
Carleton University, Ottawa	Carleton University Academic Staff Assn. (Ind.) (university professors)	640	CO
Carleton University, Ottawa	Carleton University Support Staff Assn. (Ind.) (clerical, computer and accounting empls.)	650	PCB
Chromasco Ltd., Haley	Steelworkers (AFL-CIO/CLC)	380	B
City Parking Canada Ltd., Toronto	Service Employees (AFL-CIO/CLC)	203	PCB
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Ottawa, Toronto and Windsor	Cdn. Brewery Workers (CLC)	900	CO
Columbus McKinnon Ltd., St. Catharines	Auto Workers (CLC)	200	WS
Computing Devices Co., Div. of Control Data Canada Ltd., Nepean	Engineers Assn. (Ind.)	250	B
Consolidated-Bathurst Packaging Ltd., Hamilton	Woodworkers (AFL-CIO/CLC)	205	B
Consumers' Gas Co., Metropolitan Toronto and other centres	Independent Gas Workers Union	690	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	700	B
Crouse-Hinds Canada Ltd. and Taylor Die and Tool Mfg. Co. Ltd., London	Electrical Workers (IBEW) (AFL- CIO/CLC)	240	B
Cyanamid of Canada Ltd. (Welland Plant), Niagara Falls	Cdn. Chemical Workers (Ind.)	380	B
Dashwood Industries Ltd., Centralia and Mount Brydges	Carpenters (AFL-CIO/CLC)	255	B
Decor Metal Products, Midland	Auto Workers (CLC)	420	CO
Domglas Ltd., Bramalea	Glass and Ceramic Workers (AFL-CIO/CLC)	525	B

Negotiations in Progress during October 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Douglas Aircraft Co. of Canada Ltd., Mississauga	Auto Workers (CLC)	1,450	PCB
Weyerhaeuser Forest Products Ltd. (Wood Products Div.), Nairn Twp.	Carpenters (AFL-CIO/CLC)	200	CO
Imperial Steel Co Ltd., London	Steelworkers (AFL-CIO/CLC)	300	B
Essex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	470	F
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	PMB
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	465	F
Port Hope Borough	CUPE (CLC) (outside empls.)	640	B
W. Fearman Co. Ltd., Burlington	Foodworkers (AFL-CIO/CLC)	358	B
General Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	400	B
Montenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	212	MED
Woolco (Eastern) Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	423	CO
Alcan Metal Industries Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	350	CO
Alcan Text Co. Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	312	B
Maple & Mail Ltd., Toronto	Newspaper Guild (AFL-CIO/CLC)	400	CO
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	ARB
Shoeb Industries Ltd. (Services and Cema Plants), Kitchener	United Shoe Workers (AFL-CIO/CLC)	250	B
Key Industries Ltd., Haley	Steelworkers (AFL-CIO/CLC)	215	MED
St. John Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	360	F
Windsor Board of Education	CUPE (CLC) (cleaners and cooking staff)	300	B
Windsor City	Fire Fighters (AFL-CIO/CLC)	410	ARB
Windsor Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	735	CO
Woolf Carpets Ltd., Collingwood	Clothing and Textile Workers (AFL-CIO/CLC)	350	B

Negotiations in Progress during October 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	362	E
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	263	B
Hussmann Store Equipment Ltd., Brantford	Auto Workers (CLC)	400	B
I.T.E. Industries Ltd. (Power Equipment Group), Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	250	B
Imperial Leaf Tobacco of Canada Ltd., Aylmer	Cdn. Chemical Workers (Ind.)	475	B
Kayser-Roth Canada Ltd., London	Clothing and Textile Workers (AFL-CIO/CLC)	260	B
Kimberly-Clark of Canada Ltd., Rexdale	Intl. Chemical Workers (AFL-CIO/CLC)	510	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	450	ARB
Kodak Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	MED
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	247	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	PMB
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	270	F
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	545	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	345	F
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	450	F
London Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,090	B
Maritime Employers Assn., Toronto **	ILA (AFL-CIO/CLC) (stevedores, etc.)	500	B
Metropolitan Toronto House Wreckers' Assn.	Labourers (AFL-CIO/CLC)	400	B
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	375	PFB
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	241	ARB

**Federal jurisdiction.

Negotiations in Progress during October 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
National Defence, Communications Security Establishment, Ottawa**	Public Service Alliance (CLC)	300	B
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (operational category, supervisory and non-supervisory)	289	B
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	700	B
National Steel Corp. of Canada, Capreol and Parry Sound	Steelworkers (AFL-CIO/CLC)	200	B
William Neilson Co. Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	650	B
Niagara Falls City Corp.	CUPE (CLC)	350	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	MED
Mississauga District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	435	PFB
Oranda Mines Ltd. (Langmuir Property) and Pamour Porcupine Mines (Aunor, Hallnor and Pamour Divs.), Pamour and other centres	Steelworkers (AFL-CIO/CLC)	660	B
North York Borough	CUPE (CLC) (outside empls.)	720	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	515	CO
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	CO
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees' Union (OPSEU) (Ind.) (academic staff, librarians and counsellors)	6,155	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	3,500	PMB
Ontario Government	OPSEU (Ind.) (clerical services category)	9,740	B
Ontario Government	OPSEU (Ind.) (general administration category)	4,760	MED
Ontario Government	OPSEU (Ind.) (general operational services category)	5,330	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	B
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,140	B
Ontario Government	OPSEU (Ind.) (office services category)	7,455	B
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3,500	MED

Federal jurisdiction.

Negotiations in Progress during October 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Ontario Government	OPSEU (Ind.) (technical services category)	5,290	MED
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government (Working Conditions)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	765	B
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	800	ARB
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO
Ottawa Board of Education	Ottawa Board of Education Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	900	B
Ottawa-Carleton Regional Transit Commission**	Transit Union (AFL-CIO/CLC)	1,320	B
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	ARB
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	925	CO
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	ARB
Outboard Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC)	1,400	CO
Oxford Pendaflex Canada Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	250	CO
Pamour Porcupine Mines, Schumacher	Steelworkers (AFL-CIO/CLC)	525	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,400	B
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	370	PFB
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	300	F
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	342	CO
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	396	PFB
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435	PMB
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	350	F

**Federal jurisdiction.

Negotiations in Progress during October 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	CO
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	ARB
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	CO
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	375	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	ARB
St. Joseph's and other hospitals, Hamilton and other centres	Ont. Public Service Employees Union (OPSEU) (Ind.) (paramedical empls.)	2,000	B
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	610	PCB
St. Michael's Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	ARB
St. Mary's Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	420	F
St. Mary's Ste. Marie Board of Education	CUPE (CLC) (outside empls.)	620	B
St. Mary's Ste. Marie Board of Education	Fire Fighters (AFL-CIO/CLC)	370	ARB
St. Mary's Ste. Marie Board of Education	Ont. Nurses' Assn. (Ind.)	324	ARB
St. Mary's Ste. Marie Board of Education	Steelworkers (AFL-CIO/CLC)	325	B
St. Mary's Ste. Marie Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,250	B
St. Mary's Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	900	MED
St. Mary's Ste. Marie Board of Education	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	281	PFB
St. Mary's Ste. Marie Board of Education	Woodworkers (AFL-CIO/CLC)	300	CO
St. Mary's Ste. Marie Board of Education	Cdn. Chemical Workers (Ind.)	218	B
St. Mary's Ste. Marie Board of Education	Auto Workers (CLC)	480	PCB
St. Mary's Ste. Marie Board of Education	Auto Workers (CLC)	600	B
St. Mary's Ste. Marie Board of Education	Teamsters (Ind.)	296	B

Negotiations in Progress during October 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Stormont, Dundas and Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	385	F
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	PC
Sunnybrook Food Markets (Keele) Ltd., province-wide	Natl. Council of Canadian Labour (Ind.)	275	CO
Sutton Place Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	240	B
Talon, Div. of Textron Canada Ltd., St. Catharines	Employees' Assn. (Ind.)	215	B
Toronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	300	CO
Toronto East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	550	AR
Toronto General Hospital	Ont. Nurses' Assn. (Ind.)	840	PC
Toronto Metropolitan School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	11,275	ME
Toronto Metropolitan and Toronto City	CUPE (CLC) (inside and outside empls.)	9,905	B
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	B
Toronto Western Hospital and 28 other Ontario hospitals	Cdn. Operating Engineers (CCU)	250	B
Union Gas Ltd., southwestern Ontario	Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated, maintenance and office empls.)	1,110	B
University of Toronto Governing Council	Graduate Assistants Assn. (Ind.)	2,000	B
University of Windsor (Maintenance Dept.)	CUPE (CLC)	225	B
VS Services Ltd., province-wide	Teamsters (Ind.)	200	PC
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full-time empls.)	470	AR
Wabasso Ltd. (Camtex Div.), Dunnville	Clothing and Textile Workers (AFL-CIO/CLC)	290	CO
Wabasso Ltd. (Empire Div.), Welland	United Textile Workers (AFL-CIO/CLC)	550	B
Hiram Walker & Sons Ltd., Walkerville	Cdn. Union of Distillery Workers (Ind.)	750	B
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	400	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	580	ME

Negotiations in Progress during October 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Illesley, Toronto East General & Orthopaedic and Baycrest Hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	500	ARB
ntworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Assn. (OTF)	560	B
ntworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	413	MED
stinghouse Canada Ltd. (Head Office, Plants 1, 2 and 3 and Service Shops), Hamilton	Electrical Workers (UE) (CLC)	368	CO
yerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	312	B
ndsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
ndsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	MED
ndsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	MED
ndsor Raceway Holdings Ltd.	Service Employees (AFL-CIO/CLC)	230	B
ndsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	760	MED
men's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	220	CO
ods Bag & Canvas Co. Ltd., Toronto	Textile Chemical Union (CCU)	200	CO
rkmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	B
rk County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300	MED
rk County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,300	PMB
rk County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	910	PMB
rk University, Toronto	Graduate Assistants Assn. (Ind.)	1,000	MED
rk University, Toronto	York University Faculty Assn. (Ind.)	1,040	B(R)
rk University, Toronto	York University Staff Assn.	1,040	MED
<u>MORE THAN ONE PROVINCE</u>			
Ar Canada, system-wide **	Air Line Flight Attendants (CLC)	2,700	CB

Negotiations in Progress during October 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
American Can of Canada Ltd., Hamilton and Simcoe, Ont. and Montreal, Que.	CLC-Chartered Locals	1,500	B
Bell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	15,220	B
Bell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	580	B
Bell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	B
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	B
CP Air, system-wide**	Air Line Flight Attendants (CLC)	900	CO
CP Air, system-wide**	Air Line Pilots (Ind.)	600	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (AFL-CIO/CLC)	2,645	CB
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	B
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,200	B
Canadian Broadcasting Corp., Canada-wide**	Newspaper Guild (AFL-CIO/CLC)	441	B
Canadian Broadcasting Corp., Canada-wide**	Syn. des Employes de Production du Que. (Ind.) (stagehands, etc.)	850	B
Canadian Pacific Transport Co., CP Transport (Western Div.), Canad- ian Pacific Express Co., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks, etc.)	4,100	B
Council of Printing Industries of Canada, Toronto, Ottawa, London and Hamilton, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photoen- gravers)	2,160	B
Government of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,165	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (print- ing operations group, non- supervisory empls.)	1,240	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non- supervisory)	19,280	B
Government of Canada (Treasury Board)**	Postmasters (Ind.) (revenue postal operations group)	8,210	B

**Federal jurisdiction.

Negotiations in Progress during October 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (biological sciences group)	765	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,465	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,205	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,575	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory)	3,605	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,060	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,935	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,655	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,315	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,080	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,970	CO

*Federal jurisdiction.

Negotiations in Progress during October 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,560	B
National Research Council, Canada-wide**	Research Council Employees' Assn. (technical empls.)	1,050	B
Railway Assn. of Canada (CN, CP Rail, CN and CP jointly owned companies and other companies), system-wide**	Associated Railway Unions, (CLC), (AFL-CIO/CLC) and (Ind.)	97,150	B
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CBRT) (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	1,170	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (office empls., extension div. and farm service centres)	700	B
Tele-Direct Ltd., Que. and Ont.	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	750	B

Definitions of Codes for Negotiation Stages

B	-	Direct Bargaining
DMO	-	Direct Mediation Officer
CO	-	Conciliation
CB	-	Conciliation Board
MED	-	Mediation
PCB	-	Post Conciliation Bargaining
ARB	-	Arbitration
WS	-	Work Stoppage
B/WS	-	Bargaining After a Work Stoppage
MED/WS	-	Mediation During a Work Stoppage
F	-	Fact Finder
PMB	-	Post Mediation Bargaining
PFB	-	Post Fact Finder Bargaining
(R)	-	(R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in November 1977

Employer and Location	Union	Page
Anconda Canada Ltd., New Toronto	Auto Workers (CLC)	750
Anchor Cap & Closure Corp. Canada, Toronto	Electrical Workers (UE) (CLC)	232
Bell Canada, Province-wide	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	8,450
Bell Canada, Province-wide	Cdn. Telephone Employees (Ind.) (communications sales empls.)	323
Canada Cycle & Motor Co., Weston	Auto Workers (CLC) (production and warehouse empls.)	500
Canadian Industries Ltd., Industrial Chemicals Div., Cornwall	Steelworkers (AFL-CIO/CLC)	225
Canadian Industries Ltd., Paint and Varnish Plant and Paint Research Laboratory, York Works, Toronto	Steelworkers (AFL-CIO/CLC)	250
Crouse-Hinds & Taylor Die & Tool Manufacturing Co., London	Electrical Workers (IBEW) (AFL- CIO/CLC)	240
Cyanamid of Canada, Welland Plant, Niagara Falls	Cdn. Chemical Workers (Ind.)	380
Dashwood Industries, Centralia and Mount Brydges	Carpenters (AFL-CIO/CLC)	255
Decor Metal Products, Midland	Auto Workers (CLC)	420
Dominion Chain Co., Div. of Welland Forge, Stratford	Machinists (AFL-CIO/CLC)	390
F.W. Fearman Co. Ltd., Burlington	Foodworkers (AFL-CIO/CLC)	358
Greb Industries, Service & Cema Plants, Kitchener	United Shoe Workers (AFL-CIO/CLC)	250
Hussmann Store Equipment, Brantford	Auto Workers (CLC)	400
Government of Canada (Treasury Board), Province-wide	Public Service Alliance of Canada (CLC) (clerk and regulatory group)	24,877
Government of Canada (Treasury Board), Province-wide	PSAC (CLC) (office equipment group)	491
ITE Industries, Power Equipment Group, Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	250
Lake Ontario Cement, Plant, Quarry and Packhouse, Sophiasburg & Toronto	Cement Workers (AFL-CIO/CLC)	247
Noranda Mines & Pamour Porcupine Mines, Pamour and other centres	Steelworkers (AFL-CIO/CLC)	660
Pamour Porcupine Mines, Schumacher	Steelworkers (AFL-CIO/CLC)	525
Rheem Canada, Hamilton	Steelworkers (AFL-CIO/CLC)	227
Savage Shoes (1970) Ltd., Plant No. 1, Cambridge	United Shoe Workers (AFL-CIO/CLC)	256
Sheller-Globe of Canada, Kralinator Filters, Cambridge	Steelworkers (AFL-CIO/CLC)	325

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in November 1977

Employer and Location	Union	Page
Steinbergs Ltd., Miracle Food Mart Div., Toronto	Teamsters (Ind.)	296
Talon, Div. of Textron Canada, St. Catharines	Employees' Assn. (Ind.)	215
Tele-Direct Ltd., Intercity	Cdn. Telephone Employees (Ind.)	325
Weyerhaeuser Canada, Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	312

Gen.
Pubs



Labour
Canada

Travail
Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
NOVEMBER 1977

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1977, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more, or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in November 1977 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in November 1977. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in December 1977.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

December 29, 1977

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Highlights

Telephone Workers Settlements. The Canadian Telephone Employees' Association (CTEA) concluded the first settlements in the current round of bargaining between Bell Canada (and its subsidiary Tele-Direct Ltd.) and three unions representing the company's 37,500 non-managerial employees, mainly located in Ontario and Quebec. The three CTEA settlements covered a total of 16,550 clerical and communication sales employees and were reached in direct bargaining two weeks before the November 30, 1977 expiry dates of the previous agreements. The other unions, the Communications Union Canada, representing 8,000 traffic operators and dining service employees, and the Communications Workers of Canada, representing 13,000 craft and service employees, are presently involved in negotiations on wage reopeners in their current agreements due to expire in November 1978.

The bargaining priorities established by the CTEA included zoning, hours of work, vacations and dental care, whilst the company proposed changes in the grievance procedure and provisions governing payment for time spent on union business. The negotiations resulted in three separate one-year agreements providing general wage increases of 11.2 per cent for clerical and associated employees, and up to 12.5 per cent for communications sales employees. In addition, the clerical agreement included elimination of the Zone C wage schedule and improved differentials for hours worked in off-normal periods (from 6 p.m. to 7 a.m.). Both the clerical and communications sales agreements contained improved vacation provisions and/or more liberal vacation scheduling arrangements. The agreements are subject to AIB approval and partial wage increases have been implemented pending the Board's decision.

Teacher Settlements. Following the summer vacation period, contract negotiations resumed between Ontario teachers and school board trustees for the year commencing September 1, 1977. Up to the end of November, 39 additional settlements and a wage re-opener were negotiated. Of these 40 new settlements, 21 were reached in direct bargaining, 18 were resolved either at the fact finder, post-fact finder or the mediation stage, and the remaining one, involving a second-year wage reopener in a two-year agreement, was settled in arbitration. All of the renewal agreements except one were settled for a 12-month period ending August 30, 1978. Of the 113 major agreements, each covering 200 or more teachers, which expired in August 1977, 76 per cent had been settled by the end of November.

The teacher bargaining priorities continued to center on the issue of job security and related factors such as class sizes, pupil-teacher ratios and involvement in decision making, in an effort to offset the effects of declining enrolments,

budget cuts and consequent staff reductions. Negotiated salary increases remained in the 4.5 to 9 per cent range, with the majority at 7 per cent or less. Fringe benefits improvements mainly involved increases in responsibility allowances and revisions of existing health and welfare provisions, with the introduction of new dental plans limited to only two agreements. Triggered COLA clauses were retained in 8 contracts, new COLA provisions were negotiated in two agreements, and three COLA clauses were discontinued.

Major bargaining situations resolved included the negotiations between the Metropolitan Toronto School Board and four unions representing about 20,000 elementary and secondary teachers. In contrast with the prolonged strike and eventual legislated return to work that marked the last set of negotiations, the secondary teachers' talks were completed in September with the assistance of a mediator. The new one-year agreement included an average overall salary increase of 8.06 per cent and a new dental plan; the COLA clause contained in the previous agreement was discontinued. The parties agreed to maintain present staffing levels for the 1977-79 period, revise the staffing formulae for special education positions and establish a joint Teacher-Board committee to study the questions of staff surplus, redundancy and re-training. The elementary teachers ratified a two-year contract providing a COLA fold-in of 5.3 per cent, average salary increases of 3 per cent and 1 per cent, respectively, in the first and second years, with a COLA provision to take effect in the second year. The settlement also included better protection for surplus teachers and improvements in health and welfare benefits.

University Staff Settlements. Four collective agreements covering a total of 2,900 unionized faculty and support staff employed at three Ontario universities were concluded during November. In Ottawa, the Carleton University Academic Staff Association, acting on behalf of 645 professors and librarians, signed a renewal agreement settled at the conciliation officer stage. The two-year contract included a first year general salary increase of 5.6 per cent, with a reopener on wages and working conditions in the second year. The Carleton University Support Staff Association, representing 650 non-academic employees, accepted a one-year agreement containing a 6.5 per cent general increase, improved shift premiums, a new weekend premium, and a special two-week vacation for employees with 20 or more years of service. Major revisions were made to the classification system, and a fund equivalent to 2.25 per cent of total salaries was set aside for distribution to employees as merit increases.

The York University Staff Association, representing 1,000 support staff employed on two campuses in Toronto, reached a settlement at the mediation stage just hours before the strike

deadline. The one-year agreement contained a general salary increase of 7 per cent or \$700 per annum, whichever is greater, improvements in some fringe benefits and a new dental plan. At the end of November, York University was also engaged in negotiations with two other unions acting on behalf of faculty staff. The Graduate Assistants Association, representing about 850 part-time instructors and teaching assistants, had reached the mediation stage in negotiations for renewal of two contracts which expired in August, 1977. The Faculty Association was negotiating a wage reopener, due on July 1, 1977, for more than 1,000 professors and librarians.

Finally, the Faculty Association of the University of Windsor achieved its first collective agreement with the university, covering 580 employees. The association became the fifth to organize academic staff on a university campus in Ontario when it was granted an interim certificate in May 1976, pending determination of the final composition of the unit. Major issues in the prolonged talks concerned job security, tenure, promotions, pensions, academic freedom, and the roles of the university senate and board of governors. The settlement was finally reached with the assistance of a mediator and included general salary increases ranging between 7 per cent and just over 9 per cent in each year of the 3-year contract. The agreement specified existing working conditions, health and welfare benefits, the structure of a contributory pension plan, established separate funds for annual merit awards, and included a detailed layoff procedure and entitlements. Pending review by the AIB, only 80 per cent of the proposed salary increases was implemented.

Hospital Staff Settlement. For the first time, four Toronto-area hospitals participated in joint negotiations for a group of 685 office and clerical employees represented by the Service Employees International Union. Of the issues to be resolved at the central bargaining table, the major ones concerned wages and related matters, vacations, sick leave and health insurance. A settlement was reached in arbitration in June 1977, but full acceptance of the award and its subsequent implementation in the individual agreements were delayed by a dispute over classifications. The award provided a two-step salary increase of about 14 per cent over two years (with additional "catch-up" increases for employees at Baycrest Hospital), improved shift premiums, paid holidays, paid vacations and welfare benefits similar to those achieved by hospital service units in last year's central negotiations. The award also established a new provision governing payment of wages to two union representatives from each hospital participating in future central negotiations. All four agreements received AIB approval.

Police Settlements. The 1977 negotiations between the major municipal Boards of Police in Ontario and the respective Police Associations, representing almost 10,000 members, were concluded in November with the signing of two separate agreements by 443 uniformed and civilian members of the London Police Association. The 1977 London City Police contracts, which were originally settled last July but not signed until AIB approval was received, provided for one-year salary increases varying by classification. Superintendents and first-class constables received an 8 per cent increase, all other policemen 6 per cent, and civilian employees an average of 6 per cent. The uniformed unit's settlement also included increased payments for off-duty work, and several new provisions covering stand-by pay, workmen's compensation supplement, maternity leave, and travel, living and education allowances. Additional improvements in the civilian unit settlement involved call-back pay, temporary transfer and a new overtime pay provision.

Of the 12 major municipal uniformed police contracts renewed in 1977, nine were reached in direct bargaining, one was settled in conciliation, and the remaining two went to arbitration. All were of a one-year duration. The arbitrated agreements, affecting policemen in Durham Region and Thunder Bay City, provided average salary increases of 7.2 and 8 per cent, respectively. General increases in the other contracts ranged from 6.1 per cent in York Region to 9.3 per cent in Halton Region. The annual salary of a first-class constable now falls in the \$18,335 - \$19,178 range in these 12 major contracts.

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Atomic Energy of Canada Ltd., Mississauga	Public Service Alliance of Canada (CLC)	731
Bell Canada, Quebec and Ontario	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	716
Bell Canada, Quebec and Ontario	Cdn. Telephone Employees (Ind.) (communications sales empls.)	717
Joseph Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.) (regis- tered and graduate nurses)	728
Butler Metal Products Co. Ltd., Cambridge	Auto Workers (CLC) (hourly-rated and incentive empls.)	710
Canada Wire and Cable Ltd., East York	Electrical Workers (UE) (CLC) (hourly-rated empls.)	714
Carleton University, Ottawa	Academic Staff Assn. (Ind.) (university professors, lib- rarians and instructors)	726
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Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	723
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York County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	726
York University (York Campus and Glendon Campus), Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	727

TOBACCO PRODUCTS

Rothmans of Pall Mall Canada Ltd. at Toronto - Local 319, Tobacco Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from December 21, 1977 to December 20, 1978, covering 540 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 21/77</u>
	General Increase	6.4%
	Group 1 (includes General Rework)	\$6.19 (\$5.82)
	Group 8 (includes Warehouse Attendant)	\$7.98 (\$7.51)
	Electrician (maximum)	\$10.02 (\$ 9.42)

Paid Holidays: A floating holiday is added for a total of 14 (13) days.

There were no other changes in the 1977-78 agreement. The changes reported below apply to the 1976-77 agreement, details of which were not available at the time of settlement in January 1976.

Cost of Living Provision: Deleted.

Hours of Work: 5 days of 7 (7¼) hours per day, 35 (36¼) hours per week, Monday to Saturday.

Shift Premium: Production work: 0-25¢-45¢ (0-20¢-35¢)
Non-production work: 45¢ (35¢).

Instructor Premium: 6% (5%) of Group Rate.

Call-back Pay: Applicable rate for time worked, with a minimum payment of 6 (4) hours at regular rate.

Paid Vacation: 4 weeks after 10 (12) years and 5 years after 15 (17) years.

Bereavement Leave: Grandfather and grandmother are included in immediate family for 3 days' paid leave.

TEXTILE

Wabasso Limited, Camtex Division at Dunnville - Local 755, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 9, 1977 to September 8, 1979, covering 290 employees, settled at the conciliation officer stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Sept. 9/77</u>	<u>Sept. 9/78</u>
	General Increases	30¢	25¢

	<u>Sept. 9/77</u>	<u>Sept. 9/78</u>
Group #5 (includes Shippers Helper)	\$3.70-\$3.80 (\$3.40-\$3.50)	\$3.95-\$4.05
Group #11 (includes Electrician- Class I)	\$5.80 (\$5.50)	\$6.05
Maximum rates for Shippers' Helper are reached upon completion of 40-working day probationary period.		
Cost-of-Living Provision:	8-cent float continues throughout 1977-1979 agreement. Provision is inoperative due to continuation of cap.	
Weekend Premium (new):	Effective date of signing, Stationary Engineers working on the 4-shift schedule receive 20¢ per hour over and above their regular hourly rate and shift premium.	
Paid Holidays:	Effective September 9, 1978, 1 additional floating day is added for a total of 12 (11) days.	
Health and Welfare:	<u>Life Insurance</u> - Effective September 9, 1978, \$4,000 (\$2,000) coverage. <u>Life Insurance for Retirees</u> - Effective September 9, 1978, \$1,000 (\$500) coverage. <u>Weekly Indemnity Plan</u> - Effective November 1, 1977, benefit is \$75 (\$65) per week.	
Pension Plan:	Further discussion will take place regarding the current pension plan.	
<u>Wabasso Limited, Empire Division at Welland - Local 155, United Textile Workers (AFL-CIO/CLC) (hourly-rated and piecework employees):</u> A 24-month renewal agreement effective from August 4, 1977 to August 4, 1979, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 6 months.		
Wages:	<u>Effective</u>	<u>Aug. 4/77</u> <u>Aug. 4/78</u>
	General Increases	29¢ 24¢
	General Labourer	\$3.87 (\$3.58) \$4.11
	Machinist- Millwright Group 2	\$5.84 (\$5.55) \$6.08
Cost-of-Living Provision:	Discontinued.	
Paid Holidays:	Effective in 1978, Heritage Day, if proclaimed, or the 3rd Monday in February is added, for a total of 12 (11) days.	

Vacation Pay: Effective in 1978, each vacation pay category receives an additional $\frac{1}{2}\%$.

Health and Welfare: Weekly Indemnity Plan - Duration of benefits is 26 (15) weeks.

Galtex Co. Limited at Cambridge - Local 1854, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 4, 1977 to December 3, 1979, covering 312 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 4/77</u>	<u>Dec. 4/78</u>
	Increases	25¢	19¢-34¢
	Labourer	\$3.72 (\$3.47)	\$3.91
	Electrician	\$6.82 (\$6.57)	\$7.16

Shift Premiums: Effective December 4, 1978, 0-16¢-23¢ (0-14¢-21¢).

Paid Holidays: Third Monday in February, or Heritage Day if declared a statutory holiday, for a total of 11 (10) days.

Paid Vacations: Effective December 4, 1978, 3 weeks after 8 (10) years.

Health and Welfare: OHIP - Employer pays 75% (50%) of cost of premiums.

Safety Shoe Allowance: \$15 (\$12.50) for the first pair and \$5 (no change) for the second pair in any 12-month period.

PAPER AND ALLIED

Kimberly-Clark of Canada Ltd. at Rexdale - Local 307, Canadian Paper-workers* (CLC) (production employees): A 12-month first agreement effective from September 1, 1977 to August 31, 1978, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

*In the previous agreement, members of this bargaining unit were represented by Local 813 of the International Chemical Workers' Union.

Wages: Rates remain unchanged from the September 1, 1976 schedule, except for an adjustment of 8¢ per hour for Utility-man.

Inspector-Operator	\$5.37
Warehouseman "B" (formerly, Shipper "B")	\$5.73
Welder	\$6.90-\$7.26

Cost of Living Allowance: 1¢ per 0.35 change in the Consumer Price Index, where 1961 equals 100. Calculated quarterly. 69¢ generated under the previous agreement will continue to be paid as a "float" throughout this new agreement. 12¢ previously scheduled for October 1, 1977 will be advanced to September 1, 1977.

Health and Welfare: Weekly Indemnity Plan - Effective upon ratification, \$200 (\$160) maximum per week.

Safety Shoe Allowance: Effective upon ratification, a special one-time allowance of \$15 to coincide with new regulations respecting the compulsory use of safety shoes.

Effective August 31, 1978, the regular safety shoe allowance will be \$15 (\$10) for each of 2 pairs per year.

PRIMARY METAL

Anaconda Canada Ltd. at New Toronto - Local 399, Auto Workers (CLC) (plant employees): A 5-month extension agreement effective from November 30, 1977 to April 30, 1978, covering 675 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

The employer agrees to continue operations at the New Toronto plant until the facilities are sold or until April 30, 1978, whichever occurs first. During this period all provisions, including the cost-of-living allowance formula, will continue unchanged.

Haley Industries Limited at Haley - Local 4829, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 16, 1977 to September 15, 1980, covering 223 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 16/77</u>	<u>Mar. 16/78</u>	
	Increases	10¢	5¢	
	COLA Fold-in	26¢		
	Increment Increases	1¢		
	Job Class 4 (includes Plant Labour)	\$5.25 (\$4.86)	\$5.30	
	Job Class 25 (includes Patternmaker-Aircraft)	\$6.72 (\$6.12)	\$6.77	
	Effective	<u>Sept. 16/78</u>	<u>Mar. 16/79</u>	<u>Sept. 16/79</u>
	Increases	5¢-10¢	5¢	20¢
	Increment Increases	1¢		1¢
	Job Class 4	\$5.38	\$5.43	\$5.66
	Job Class 25	\$7.11	\$7.16	\$7.60

Cost of Living Allowance: 1¢ per hour per 0.5 increase in the Consumer Price Index (1971=100 Payable quarterly. (Same formula.)

METAL FABRICATING

Butler Metal Products Company Ltd. at Cambridge - Local 1780, Auto Workers (CLC)
(hourly-rated and incentive employees): A 36-month renewal agreement effective from November 1, 1977 to October 31, 1980, covering 525 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 14/77</u>	<u>Nov. 7/78</u>	<u>Nov. 3/79</u>
	<u>Hourly Employees</u>			
	COLA Fold-in	45¢	49¢	
	General Increases	20¢	25¢	25¢
	Skilled Trades Adjustments	20¢-25¢	20¢-25¢	20¢
	Inequity Adjustments	5¢-20¢	5¢-15¢	10¢-15¢
	Deflasher	\$5.01 (\$4.31)	\$5.80	\$6.05
	Truck Operator	\$6.28 (\$5.43)	\$7.02	\$7.27
	Tool & Die Maker	\$7.86 (\$7.01)	\$8.80	\$9.25

Signing Bonus: In lieu of retroactivity, \$60 will be paid to all seniority employees on the payroll as of date of ratification.

Cost of Living Allowance: After a 6% rise in the Consumer Price Index, where 1971 equals 100, 1¢ for each 0.45 increase in the Index during the first year, for each 0.4 increase in the second year and for each 0.35 increase in the third year. Calculated quarterly. (Previously, 1¢ for each 0.6 increase in the first year and for each 0.45 increase in the second and third years, where 1961 equals 100.) The 94¢ generated under the previous contract is to be folded into the wage rates according to the above schedule.

Shift Premium: Effective date of ratification, 0-25¢-30¢ (0-20¢-25¢). Effective November 1, 1979, 0-30¢-35¢.

Saturday Work: Time and one-half for the first 8 hours; double time thereafter. (Previously, time and one-half for all hours worked.)

Overtime Lieu Days: Employees who work a full shift on Sundays may elect to be paid at time and one-half and bank 4 hours' pay to accumulate as days off with pay. To a maximum of 5 days to be taken within the year. (Previously, double time and a day off without pay during the succeeding week.)

Reporting Pay: Now includes cost-of-living allowance (new).

Call-back Pay: On a Saturday or weekday, guarantee of 2 hours' pay and, on a Sunday or holiday, 2½ hours' pay for any part of the first hour worked. (Previously, a minimum guarantee of 4 hours of work or 4 hours' pay.)

Work on a Paid Holiday: Effective November 7, 1978, double time (time and one-half) in addition to holiday pay.

Paid Lunch Period: 20-minute paid lunch period for non-production employees on a 3-shift operation. (Previously, 30-minute unpaid lunch period.)

Paid Holidays: Effective in the second year, Christmas Eve Day will be added for a total of 13 (12) days. Commencing in the third year, June 28 will be added for a total of 14 days.

Paid Vacation: 2 weeks at 5% (4%) after 4 years in 1979 and after 3 years in 1980. 3 weeks at 7% (6%) after 12 years in 1978, after 11 years in 1979 and after 10 years in 1980. 4 weeks at 9% (8%) after 19 years in 1978, after 18 years in 1979 and after 17 years in 1980.

Health and Welfare: Life Insurance - Effective December 1, 1977, the employer pays the cost for the following coverage based on earnings: Less than \$7.25 per hour - \$15,000; \$7.25 to \$8 per hour - \$20,000; and more than \$8 per hour - \$25,000. Up to \$60,000 additional coverage may be purchased at employee's option and expense. (Previously, coverage based on earnings and age, to a maximum of 4 times annual earnings, was funded in part by an employee contribution of ½% of earnings.)

Weekly Indemnity - 66 2/3% of regular earnings, to a maximum of \$160 (\$147) in 1977, \$170 in 1978 and \$180 in 1979.

Vision Care (new) - Effective November 1, 1978, dependents of an employee are covered up to \$60 with no deductible for frames and lenses once every 2 years and up to \$180 for contact lenses when glasses will not correct the problem.

Prescription Safety Glasses - This plan, which is to be integrated with the Vision Care Plan, provides for the full cost of 1 pair of glasses with standard frames once every two years. (Previously, the employer paid 60% of the cost once every two years without restriction as to frames.)

Dental Plan - Coverage now includes periodontic and endodontic services. Effective November 1, 1977, coverage will be based on the 1977 (1976) Ontario Dental Association fee schedule. Effective November 1, 1979, the 1979 fee schedule.

Pension Plan: Minimum Benefit (new) - \$7 per month per year of service for all employees retiring after November 1, 1977.

Disability Pension (new) - Employees with a certified total disability are entitled to earned pension benefits without actuarial reduction for early retirement.

Tool Allowance (Skilled Trades): \$50 (new) in addition to the existing provision which provides for replacement at no cost to the employee of certain calibrated tools with metric equivalents and \$25 a year for tool insurance. The employer continues to replace tools broken or damaged on the job.

Safety Shoe Allowance: \$25 (\$20) for one pair per year.

Bereavement Leave: Stepparents, stepchildren and grandchildren are added for up to 3 days' paid leave. Sons-in-law, daughters-in-law and grandparents are added for 1 day's paid funeral leave.

TRANSPORTATION EQUIPMENT

Galt Metal Industries Limited at Cambridge - Local 2894, Steelworkers (AFL-CIO/CLC):
A 16½-month renewal agreement effective from September 16, 1977 to February 4, 1979, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 16/77	Sept. 18/78
	General Increases	35¢	24¢
	Classification Adjustment	Light Operations is merged into General Operations*	
	Additional Adjustments	75¢ for Welder, 25¢ for Tool & Die Journeyman*	
	General Labour	\$5.53 (\$5.18)	\$5.77
	Tool & Die Journeyman	\$6.65-\$7.25 (\$6.05-\$6.65)	\$6.89-\$7.49

Probationary period is 45 days. Maximum rates reached after increases of 5¢ each 6-month period.

*Note: Adjustments are subject to approval by the Anti-Inflation Board.

Paid Holidays: Effective October 1, 1978, one floating day is added for a total of 13 (12) days.

Health and Welfare: Life Insurance and A.D. & D. - Effective October 1, 1978, \$10,500 (\$9,500).

Pension Plan: Effective January 1, 1978, \$4.25 (\$3.25) per month per year of service prior to December 31, 1974.

Safety Shoe Allowance: Effective January 1, 1978, employer pays \$12 (\$10) per year towards the cost of safety shoes.

Education and Recreation Fund (new): Effective January 1, 1980, employer contributes 1¢ per hour to an education and recreation fund for Steelworkers in the Cambridge area.

Sheller-Globe of Canada Ltd., Kralinator Filters Division at Cambridge - Local 4605, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from November 7, 1977 to November 6, 1978, covering

345 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 7/77</u>
	General Increase	8%
	COLA Fold-in	3¢
	Additional Adjustment	15¢ to classifications introduced in mid-1977
	Maintenance Labour	\$4.15-\$4.56 (\$3.81-\$4.19)*
	Tool & Die "A"	\$6.45-\$7.10 (\$5.95-\$6.54)*

*Previous rates reflect a rollback of wage rates negotiated for the 1975-1977 agreement.

Probationary period is 40 working days in any one 4-month period. Maximum rates are reached on merit, but in no event later than 90 days.

Cost-of-Living Provision: Inoperative.

Paid Vacations: 3 weeks after 5 (7) years' service and 4 weeks after 15 (17) years.

Bereavement Leave: The employee's grandparents and grandchildren are included in 3 days' paid leave.

Health and Welfare: Life Insurance - \$5,500 (\$5,000) coverage.
A.D. and D. (new) - \$5,500 coverage.

Safety Glasses (new): Employer pays 100% of cost of standard safety glasses. Any deviation from standard safety frames or lenses will be at the employee's own expense.

ELECTRICAL PRODUCTS

Westinghouse Canada Limited at Hamilton - Local 555, Electrical Workers (UE) (CLC) (office and clerical employees): A 12-month renewal agreement effective from September 22, 1977 to September 21, 1978, covering 360 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Sept. 22/77</u>
	<u>Weekly Increases</u>	
	40-hour week	\$13.00-\$22.00
	37½-hour week	\$12.00-\$21.00
	<u>Weekly Rates</u>	
	Level 1	\$174.86-\$183.92
	Mail Messenger (40-hour week)	(\$161.86-\$170.92)

Sept. 22/77

Level 17 \$295.84-\$329.97
Production Controller (\$273.84-\$307.97)
(40-hour week)

Probationary period is 120 continuous working days. Maximum rate for Mail Messenger is reached after two 6-month and one 12-month increases. Maximum rate for Production Controller is reached after two 6-month and one 12-month increases, followed by a merit increase.

Cost-of-Living Provision: Discontinued. A 13-cent COLA float remains.

Paid Holidays: If proclaimed, Heritage Day is added for a total of 12 (11) days.

Canada Wire and Cable Ltd. at East York - Local 521, Electrical Workers (UE) (CLC) (hourly-rated employees): A 24-month renewal agreement effective from September 24, 1977 to September 23, 1979, covering 520 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 26/77</u>	<u>Sept. 25/78</u>
General Increases*		5%	4%
Labourer		\$6.10-\$6.25 (\$5.80-\$5.95)	\$6.35-\$6.50
Skilled Trades (includes Electrician)		\$7.75-\$7.95 (\$7.37-\$7.57)	\$8.07-\$8.27

*The increases shown are applied against the job rate of each classification with differentials between steps maintained.

Cost of Living Allowance: Commencing October 23, 1978, an allowance equal to any percentage increase in the Consumer Price Index (1971=100) for September, 1978 beyond a 6% increase over the Index for September, 1977, multiplied by the average rate for all labour grades as of September 26, 1977.

(The COLA provision reported for the previous settlement was deleted following review by the Anti-Inflation Board.)

Shift Premium: 0-21¢-33¢ (0-20¢-30¢).

Pension Plan: Basic Benefit - Effective for employees retiring on or after September 24, 1977, \$8 (\$7) per month per year of service.

CHEMICAL AND CHEMICAL PRODUCTS

Cyanamid of Canada Limited (Welland Plant) at Niagara Falls - Local 21, Canadian Chemical Workers (Ind.): A 12-month renewal agreement effective from November 16, 1977 to November 15, 1978, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 16/77</u>
	General Increase	6%
	Labourer	\$5.59 (\$5.27)
	Electrician 1A	\$7.38 (\$6.96)
Shift Premium:	0-26¢-30¢ (0-23¢-27¢).	
Sunday Premium:	85¢ (80¢) per hour.	
Bereavement Leave:	1 day's paid leave for death of brother-in-law, sister-in-law, daughter-in-law and son-in-law (new).	
Crown Witness Pay (new):	Employer pays the difference between employee's regular salary and court witness fee.	
Health and Welfare:	<u>Life Insurance, OHIP, Weekly Accident and Sickness, Semi-Private Hospitalization and Extended Health Care Plans</u> - Employer pays 90% (85%) of cost of premiums.	
Safety Shoe Allowance:	\$26 (\$23) per year for the purchase of one pair.	

MISCELLANEOUS MANUFACTURING

Computing Devices Company, a division of Control Data Canada Ltd. at Ottawa - Salaried Employees Alliance (Ind.): A 26-month renewal agreement effective from September 1, 1977 to October 31, 1979, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
	Average Increases	7% of the base engineering payroll	7% of the base engineering payroll

Talon Division of Textron Canada Limited at St. Catharines - Lightning Employees' Shop Committee (Ind.): A 24-month renewal agreement effective from November 27, 1977 to November 26, 1979, covering 218 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 27/77</u>	<u>Nov. 26/78</u>
	General Increases	7%	7%
	Skilled Trades Adjustments	21¢ for apprentice-ship trades	21¢ for apprentice-ship trades
	Job Code 5 (includes Dayworker)	\$4.56-\$4.77 (\$4.26-\$4.46)	\$4.88-\$5.10

	<u>Nov. 27/77</u>	<u>Nov. 26/78</u>
Job Code 30 (includes Tool & Diemaker)	\$7.19-\$7.40 (\$6.52-\$6.72)	\$7.90-\$8.13
Probationary period is 65 working days (previously, 60 calendar days). Maximum rates are reached after 1 year, but this period may be shortened if ability warrants.		
Shift Premium:	Shift workers employed steadily on either the 2nd or 3rd shift receive 10¢ per hour (new) above the rotating shift premiums of 20¢ per hour for the afternoon shift and 25¢ per hour for the evening shift.	
Prescription Safety Glasses:	Employer pays full cost, up to a maximum of \$25 (\$15) per year.	

COMMUNICATION

<u>Bell Canada, Quebec and Ontario - Canadian Telephone Employees (Ind.)</u> (clerical and associated employees): A 12-month renewal agreement effective from December 1, 1977 to November 30, 1978, covering 15,220 employees, settled at the bargaining stage. Duration of negotiations - 4 months.		
Holdback:	A 5.5% increase is being implemented, pending Anti-Inflation Board approval of the total negotiated increase.	
AIB Rollback/ Previous Agreement:	The wage increases as originally negotiated in the previous agreement were reduced following review by the Anti-Inflation Board. Revised amounts are shown in brackets below.	
Wages:	Effective	<u>Dec. 1/77</u>
	General Increase	11.2%
	<u>Weekly Rates</u>	
	Zone A (Toronto, Windsor and Montreal)	
	Clerk, Grades 2-5	\$151.75-\$204.50 (\$136.50-\$183.75)
	Layout Artist	\$172.50-\$252.00 (\$155.00-\$226.50)
Zone Adjustment:	Effective January 29, 1978, Zone C will be eliminated and its wages adjusted to conform with Zone B wages.	
Premium Pay:	<u>Hours worked in Off-Normal Period:</u>	<u>Differential</u>
	Less than 2	75¢ (50¢)
	2. but less than 4	\$1.25 (\$1.00)

4, but less than 6	\$2.00 (\$1.50)
6, or more	\$2.25 (\$1.75)

Paid Vacation: For employees with less than 8 years' service, provision remains the same.

For employees with 8 or more years' service: 3 weeks after 8 (9) years; 4 weeks after 14 (15) years, or 3 weeks after 14 (15) years if the entire vacation period is taken in the summer; 4 weeks after 19 (20) years and 5 weeks after 24 (25) years.

Bell Canada, Quebec and Ontario - Canadian Telephone Employees (Ind.)

(communications sales employees): A 12-month renewal agreement effective from December 1, 1977 to November 30, 1978, covering 580 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Holdback: A 5.8% increase is being implemented, pending Anti-Inflation Board approval of the total negotiated increase.

Wages: Effective Dec. 1/77
Increase 12.2%-12.5%

Monthly Rates

Business Exchange
Telephone Sales
Representative

Zone A (Montreal, Toronto and Windsor)	\$767-\$1,112 (\$682-\$ 988)
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Zone B (Kingston and London)	\$686-\$1,056 (\$610-\$ 939)
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Sales Representative

Zone 1 (Hamilton, Montreal, Toronto and Windsor)	\$1,148-\$1,837 (\$1,023-\$1,637)
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Zone 3 (all other localities)	\$1,096-\$1,758 (\$ 977-\$1,567)
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The new rates shown above reflect the total negotiated increase. Previous rates are those implemented prior to AIB review.

Paid Vacation:	<u>Years of Net Credited Service</u>	<u>No. of Weeks</u>
	1	2
	3	3
	15	4*
	25	5*

*At least 1 week is to be taken outside the period June through September.

The previous agreement's provisions were as follows:

Years of Net Credited Service	No. of Weeks - if granted	
	January through May or October through December	June through September
1	2	2
3	3	2
9	3*	-
15	4*	3
20	4**	-
25	5**	4

*Up to 2 weeks may be granted June through September.

**Up to 3 weeks may be granted June through September.

EDUCATION AND RELATED SERVICES

Essex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF):
A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 470 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	\$750-\$1,600
	Teacher-Category D	\$10,350-\$13,600
	0-4 years	(\$ 9,600-\$12,600)
	Teacher-Category A4	\$15,450-\$26,200
	0-12 years	(\$14,450-\$24,600)

Health and Welfare: Dental Plan - Employer pays 100% of cost of extended (basic) dental plan.

Hamilton Board of Education - Local 1344, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from October 1, 1977 to September 30, 1978, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/77</u>
	General	36¢*
	Increase	
	Cleaner	\$4.50
		(\$4.14)

* Note: Increase is subject to approval by the Anti-Inflation Board.

Health and Welfare: Life Insurance - \$6,000 (\$5,000).

OHIP and Extended Health Care Plan - Employer pays 90% (75%) of cost of premiums.

Kent County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 350 employees, settled at the fact-finder stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/77
	General Increase	6%, plus 2.39% on annual increments
	Teacher-Category D 0-6 years	\$9,120-\$13,040 (\$8,600-\$12,300)
	Teacher-Category A4 0-13 years	\$13,780-\$24,270 (\$13,000-\$22,900)

Health and Welfare: Life Insurance - \$20,000 (\$15,000).

Dental Plan - Coverage is based on the 1976 (1974) Ontario Dental Association fee schedule.

Lanark County Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 210 employees, settled at the post fact-finder bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/77
	Increase	\$490-\$1,340
	Teacher-Category I 0-11 years	\$11,440-\$21,420 (\$10,950-\$20,380)
	Teacher-Category IV 0-12 years	\$14,640-\$26,920 (\$13,980-\$25,580)

Cost-of-Living Provision: Inoperative.

Health and Welfare: Life Insurance - Employer pays 75% (60%) of cost of premiums for plan providing maximum coverage of \$25,000.

OHIP and Semi-Private Hospitalization - Employer pays 90% (80%) of cost of premiums.

Extended Health Care Plan - Employer pays 90% (80%) of cost of premiums for voluntary plan with no deductibles. (Previously, \$10/\$20 deductibles.)

Metropolitan Toronto School Board and Boards of Education for the Boroughs of East York, Etobicoke, North York, Scarborough, York and Toronto City - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 24-month renewal agreement effective from September 1, 1977 to August 31, 1979, covering 10,855 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
	COLA Fold-in	5.3%	
	Average Increase	3%	1%
	<u>Annual Rates</u>		
	Teacher Level 1 (D) 0-7 years	\$8,958-\$15,223 (\$8,236-\$13,996)	\$9,048-\$15,375
	Teacher Level 4 (A1) 0-10 years	\$12,590-\$21,670 (\$11,575-\$19,923)	\$12,716-\$21,887
	Teacher Level 7 (A4) 0-10 years	\$15,133-\$26,997 (\$13,913-\$24,820)	\$15,278-\$27,267
	<u>Principals</u>		
	Elementary 0-4 years	\$31,050-\$34,854 (\$29,049-\$32,609)	\$31,361-\$35,203
	Junior High School 0-3 years	\$33,119-\$35,966 (\$30,830-\$33,501)	\$33,450-\$36,326
	<u>Vice-Principals</u> 0-3 years		
	Elementary	\$26,648-\$29,501 (\$24,931-\$27,601)	\$26,914-\$29,796
	Junior High School	\$28,402-\$31,251 (\$26,546-\$29,217)	\$28,686-\$31,564
	<u>Coordinators</u> (12-month) 0-3 years	\$33,119-\$35,966 (\$31,109-\$33,780)	\$33,450-\$36,326
	<u>Assistant Coordinators</u> (12-month) 0-3 years	\$30,776-\$33,622 (\$29,105-\$31,777)	\$31,084-\$33,958

Cost-of-Living Allowance: Effective for the second year of the agreement and using the Toronto Consumer Price Index for August 1978 as the base, an allowance according to the following formula: the increase in the CPI for the month over the base, multiplied by 1/10th of the teacher's total salary as of September 30, 1978, divided by the base month Index. The COLA will be calculated monthly, accumulated and paid in a lump sum in February 1979, June 1979 and as soon as possible after the final calculation has been made.

Professional Development Allowances: Step 1 (maximum) - \$800 (\$700) for each school year.
Step 2 (maximum) - \$1,500 (\$1,400) for each school year.

Health and Welfare: Life Insurance - maximum option of \$100,000 (\$80,000) coverage with first \$25,000 paid by the Board (unchanged).

OHIP - Effective January 1, 1978, the Board pays 40% of premium cost. Effective September 1, 1978, 75%. (Previously, employee paid 100%.)

Dental Plan - Effective January 1, 1978, the Board provides a plan based on the equivalent of Blue Cross Plan #9. Payments are based on the 1977 Ontario Dental Association schedule of fees for dental services provided by general practitioners. The current plan remains in effect at 100% Board contribution until December 31, 1977.

Bereavement Leave: Definition of "immediate family" is extended to include guardian and grandchild for a total of 3 days' paid leave.

Maternity Leave: A teacher who takes 65 (60) teaching days or less will suffer no loss of credit for teaching experience. 11 weeks pre-natal, 6 weeks post-natal (unchanged).

Middlesex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 400 employees, settled at the post fact-finder bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	\$650-\$1,650
	Teacher 1	\$9,400-\$12,800
	0-5 years	(\$8,700-\$12,079)
	Teacher 7	\$14,400-\$25,700
	0-12 years	(\$13,600-\$24,275)

Nipissing District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 421 employees, settled at the post fact-finder bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	6.17%
	Teacher D	\$9,454-\$12,533
	0-5 years	(\$8,905-\$11,805)
	Teacher A4	\$15,334-\$27,218
	0-11 years	(\$14,443-\$25,636)

Health and Welfare: Life Insurance - Employer pays 75% (50%) of cost of premiums for plan with \$20,000 coverage.

Responsibility Allowances: Consultant - \$1,450 (\$1,350)
Coordinator - \$2,650 (\$2,500)

Principal - Allowances remain unchanged. However, categorization of schools changes as follows:

A school = 350 or more net pupils. (Previously, 16 or more occupied classrooms.)

B school = 200 to 349 net pupils. (Previously, 8 to 15 occupied classrooms.)

C school = less than 200 net pupils. (Previously, less than 8 occupied classrooms.)

Kenfrew County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 340 employees, settled at the post fact-finder bargaining stage. Duration of negotiations - 9½ months.

Wages: Effective Sept. 1/77

General Increase 6.75%

Teacher D \$9,237-\$12,614
0-6 years (\$8,653-\$11,816)

Teacher A4 \$14,636-\$26,452
0-14 years (\$13,711-\$24,779)

Cost-of-Living Allowance (new): COLA payment shall equal the rise in the Consumer Price Index above the August 1977 Index base, where 1971 equals 100. Triggered at 6.75% and paid on quarterly earnings only. Total payout is capped at 1% of gross annual earnings. (COLA provision in previous contract was inoperative. New formula differs from previous formula.)

Sick Leave: Maximum accumulation is 250 days. (Previously, unlimited accumulation.)

Health and Welfare: Life Insurance and Dental Plan - Employer pays 75% (60%) of premium costs.

OHIP and Extended Health Benefit Plan - Employer pays 80% (75%) of premium costs.

Responsibility Allowances: All allowances increase by 6.75%.

Sault Ste. Marie Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	\$362-\$2,352
	Teacher Level 1 0-7 years	\$8,962-\$12,532 (\$8,600-\$11,850)*
	Teacher Level 7 0-12 years	\$13,302-\$25,662 (\$12,750-\$23,310)*

*Previous rates reflect a roll-back by the Anti-Inflation Board of the wage rates negotiated for the 1976-1977 contract.

Health and Welfare: Dental Plan - Employer pays 90% (75%) of cost of premiums. This provision was negotiated in the previous agreement as well, but rolled back by the Anti-Inflation Board.

Remote School Allowance:	Mountain View Public School	\$310 (\$260)
	Searchmont Public School	\$610 (\$510)
	C. O. Somes Public School	\$610 (\$510)
	C. O. Somes Annex (Montreal River)	\$780 (\$650)

Simcoe County Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 1,285 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher, Category 1 0-6 years	\$8,600-\$12,630 (\$8,115-\$11,915)
	Teacher, Category 4 0-11 years	\$12,280-\$21,120 (\$11,465-\$19,890)
	Teacher, Category 7 0-11 years	\$15,060-\$26,800 (\$14,015-\$25,340)

Principals

Schools with 8 to 15 teachers; 0-4 years	\$29,070-\$31,700 (\$27,815-\$30,340)
Schools with 16 or more teachers; 0-4 years	\$30,170-\$32,830 (\$28,865-\$31,415)

Responsibility Allowances:	<u>Principal</u>	
	Schools with 1 to 7 teachers	Grid salary plus an allowance of \$742 (\$700) per teacher, to a total maximum of \$30,570 (\$27,815)

Vice-Principal

0-2 years \$2,517-\$2,968 (\$2,375-\$2,800)

Principals' Assistants

Schools with 1 to 7 teachers \$291 (\$275)

Schools with 8 to 12 teachers \$689 (\$650)

Consultant \$3,710 (\$3,500)

Extra Degree \$635 (\$500).
Allowance:

Simcoe County Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 940 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages: Effective Sept. 1/77

Annual Rates

Teacher, Category I \$12,378-\$21,184
0-11 years (\$11,735-\$19,985)

Teacher, Category IV \$15,152-\$26,887
0-11 years (\$14,365-\$25,365)

Vice Principal \$30,180-\$32,210
(\$28,995-\$30,945)

Principal \$34,810-\$37,520
(\$33,420-\$36,020)

Responsibility Director - \$2,970 (\$2,800)
Allowances:

Major Department Head - \$2,515 (\$2,375)

Minor Department Head - \$1,535 (\$1,450)

Assistant Department Head - \$1,115 (\$1,050)

Major Subject Chairman - \$1,115 (\$1,050)

Minor Subject Chairman - \$795 (\$750)

Assistant Principal - \$2,515 (new)

Summer School: Teacher \$12.75 (\$11.50) per hour instruction fee.

Principal For each 10-week session, a responsibility allowance of \$165 (\$155) per 100 students with a session minimum of \$265 (\$250) for a teaching principal and \$358 (\$337.50) for a non-teaching principal.

Extra Degree Allowance: \$635 (\$600).

Related Trade or Professional Experience: \$300 (\$200) for each accredited year as specified.

Welland County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 620 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/77	Feb. 1/78
General Increases		6%	1% (non-compounded)
<u>Annual Rates</u>			
Teacher, Level 1 0-6 years		\$8,870-\$12,575 (\$8,370-\$11,864)	\$8,955-\$12,695
Teacher, Level 4 0-12 years		\$11,725-\$20,520 (\$11,062-\$19,357)	\$11,835-\$20,710
Teacher, Level 7 0-13 years		\$14,350-\$25,380 (\$13,536-\$23,943)	\$14,485-\$25,620
Responsibility Allowances:	<u>Principal</u> (varies by number of pupils)	\$3,233-\$6,943 (\$3,050-\$6,550)	\$3,264-\$7,009
	<u>Vice Principal</u>	$\frac{1}{2}$ of Principal's allowance	
	<u>Assistant to Principal</u>	\$901 (\$850)	\$910
	<u>Consultant</u>	\$3,233 (\$3,050)	\$3,264
	<u>Co-ordinator</u>	\$3,763 (\$3,550)	\$3,799
	<u>Major Department Head</u>	\$2,120 (\$2,000)	\$2,140
Special Education Allowances:	Elementary Certificate	\$636 (\$600)	\$642
	Intermediate Certificate	\$795 (\$750)	\$803
	Specialist's Certificate	\$954 (\$900)	\$963
Health and Welfare:	<u>Dental Plan</u> - Employer pays 75% (50%) of the premium.		

York County Board of Education - Ontario Secondary School Teachers' Federation

(OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 960 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher, Category 1 0-11 years	\$12,704-\$21,571 (\$12,000-\$20,350)
	Teacher, Category 4 0-11 years	\$14,971-\$26,818 (\$14,141-\$25,300)
	Vice Principal 0-5 years	\$29,400-\$32,200 (\$28,000-\$30,800)
	Principal 0-5 years	\$33,350-\$37,100 (\$31,750-\$35,500)

Health and Welfare: Dental Plan - Coverage is based on the 1977 (1974) Ontario Dental Association fee schedule.

Carleton University at Ottawa - Carleton University Academic Staff Association

(Ind.) (university professors, librarians and instructors): A 24-month renewal agreement effective from July 1, 1977 to June 30, 1979, covering 645 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/77</u>
	General Increase	5.6%
	<u>Annual Rates</u> (guaranteed salary floors)	
	Instructor Grade 1	\$12,090 (\$11,450)
	Instructor Grade 3	\$16,444 (\$15,600)
	Lecturer	\$12,610 (\$11,960)
	Librarian Grade 1	\$13,200 (\$12,500)
	Librarian Grade 4	\$21,195 (\$19,820)
	Assistant Professor	\$16,050 (\$15,200)
	Associate Professor	\$20,350 (\$19,250)
	Professor	\$26,370 (\$24,930)

Reopener Provision: Effective July 1, 1978, wages and working conditions will be reopened.

Carleton University at Ottawa - Carleton University Support Staff Association

(Ind.) (clerical, technical, administrative and service employees): A 12-month renewal agreement effective from July 1, 1977 to June 30, 1978, covering 650 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages: Effective July 1/77

General Increase 6.5%

Annual Rates

Level 1 \$6,780-\$7,980
(AS-1)

Level 5 \$10,300-\$13,780
(AS-5)

Level 9 \$18,600-\$25,620

Due to a major restructuring of the classification system comparable previous rates have not been shown.

Merit Increase: An additional 2.25% of total salaries will be distributed according to merit rating to employees with 6 months' service and still employed as of date of signing.

Shift Premium: 0-40¢-50¢ (0-30¢-40¢).

Sunday/Saturday 75¢ per hour.
Premium (new):

Special An additional 2 weeks on a one-time basis after 20 years' service.
Vacation (new):

York University (York Campus and Glendon College) at Toronto - York University Staff Association (CCU) (secretarial, clerical and technical employees): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages: Effective Sept. 1/77

Increase 7% or \$700
per annum,
whichever
is greater

Grade 2, Secretary \$8,250-\$8,450
(\$7,550-\$7,750)

Programmer/Analyst 1 \$11,299-\$12,123
(\$10,560-\$11,330)

Engineering Technician IV \$17,981-\$18,728
(\$16,805-\$17,503)

Paid Holidays: Heritage Day, when proclaimed as a statutory holiday by the Government, is added for a total of 11 (10) days.

Bereavement 3 days' paid leave is extended to include death of mother-in-law
Leave: or father-in-law.

Other Paid Leave: Paid leave is granted to attend sick child (new). Applied against sick leave credits.

Health and Welfare: Dental Plan (new) - Effective December 1, 1977, the employer will pay 50% of the \$16.50 family premium rate and 50% of the \$6.20 single premium rate for all employees and their dependents.

Meal Allowance: \$3 (\$2.75).

Second Language (new): The University's intention is to arrive at a point where all positions with the bargaining unit at Glendon College will be filled by persons competent to perform their various duties in both of the official languages of Canada.

HEALTH AND WELFARE SERVICES

Joseph Brant Memorial Hospital at Burlington - Local 71, Ontario Nurses' Association (Ind.) (registered and graduate nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 322 employees, settled at the conciliation officer stage. Duration of negotiations - 13 months.

Wages: Special Hiring Rate (new)

Effective	<u>Sept. 1/77</u>	<u>Oct. 1/77</u>
Registered Nurse	\$1,115.00	\$1,190.00
Non-Registered Graduate Nurse	\$1,062.35	\$1,137.35
Part-time Registered Graduate Nurse	\$ 51.46	\$ 54.92
Part-time Non-Registered Graduate Nurse	\$ 49.03	\$ 52.49

After 6 months' service the minimum rates shown below are paid and the nurse is treated as having completed 6 months of service at the first step in the grid.

The desirability of maintaining the special hiring rate will be reviewed upon the expiration of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Reg. Grad. Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Part-time Reg. Nurse	\$55.75-\$64.98 (\$51.46-\$60.69)	\$59.22-\$68.45

Probationary period is 60 tours worked. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. \$70 is payable immediately.

Shift Premium: Effective November 14, 1977, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per tour.

Paid Holidays: Effective October 1, 1977, 1 floating day is added for a total (unchanged) of 11 days. As in the previous agreement, this floating day is non-cumulative and must be re-negotiated for each new contract.

Paid Vacation: Effective October 1, 1976, 5 weeks (new) after 22 years' service.

Bereavement Leave: 1 day's paid leave (new) for death of grandparent.

Part-time Nurses: Pay in Lieu of Benefits - Effective October 4, 1976, part-time Nurses receive 7% (6%) of their basic rate of pay in lieu of fringe benefits. Effective October 3, 1977, amount increases to 8%.

Kingston General Hospital - Ontario Nurses' Association (Ind.) (full-time and part-time nurses): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 500 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 14 months.

Holdback: The employer will implement a \$70 per month increase pending approval by the Anti-Inflation Board of the increases shown below.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases		\$93 per month	\$75 per month
	Adjustment (see "Differential" below)		

Monthly Rates

Registered Nurse*	\$1,208-\$1,408	\$1,283-\$1,483
0-7 years	(\$1,115-\$1,315)	
Head Nurse	\$1,313-\$1,538	\$1,388-\$1,613
0-7 years	(\$1,220-\$1,445)	

*Effective April 5, 1977, a pre-start rate of \$1,115 per month and, effective October 1, 1977, a pre-start rate of \$1,190 per month will be established for a Registered Nurse with less than 1 year of clinical experience at hiring. Upon completion of 6 months of service, the nurse will advance to Step 1 of the regular salary grid and be credited with having completed 6 months of service at this step.

Similarly, effective April 5, 1977, an entry rate of \$1,072 per month will be established for a Graduate Nurse. Effective October 1, 1977, this special hiring rate will be \$1,147 per month. Upon completion of 6 months' service, advancement will be made to the regular salary grid with full credit for the 6 months already worked.

Differential - Following application of the scheduled monthly increase for October 1, 1976, Assistant Head Nurse, Team Leader and Nurse Clinician rates are adjusted to provide a 6.7% differential over the Registered Nurse rate.

Shift Premium: Effective November 5, 1977, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per tour.

Standby Pay: Effective November 5, 1977, \$10 (\$8.50) per tour.

Paid Holidays: Should Heritage Day be proclaimed a holiday by the Government, it will become the eleventh designated holiday in lieu of the floating holiday.

Paid Vacation: Effective in 1978, 5 weeks after 22 years (new).

Vacation Pay (Part-time Nurses): 8% (new) of total pay for 3 or more years' service.

Health and Welfare: Semi-Private Hospitalization (new) - Effective in November 1977, employer pays 100% of premium costs.

Ottawa Civic Hospital - Ontario Nurses' Association (Ind.) (full-time and part-time nurses): Two 24-month renewal agreements effective from October 1, 1976 to September 30, 1978, covering a total of 885 employees, settled at the conciliation officer stage. Duration of negotiations - 17 months.

Wages:	Effective	<u>Oct. 11/76</u>	<u>Oct. 10/77</u>
	General Increases	\$93 per month	\$75 per month
	Adjustments (see "Differentials" below)		
	<u>FULL-TIME</u> (monthly rates)		
	Registered General Staff Nurse* 0-7 years	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
	Assistant Head Nurse (without further preparation)	\$1,257.94-\$1,457.94 (\$1,161.80-\$1,361.80)	\$1,332.94-\$1,532.94
	<u>PART-TIME</u> (daily rates)		
	Registered Nurse	\$62.44-\$72.78 (\$57.64-\$67.97)	\$66.32-\$76.66
	<u>CASUAL</u> (daily rates)		
	Registered Nurse	\$61.33 (\$56.61)	\$65.14

Differentials - The previous spread between Registered General Staff Nurse and Assistant Head Nurse was increased by 6.7%. The rates for a part-time Registered Nurse and a casual Registered Nurse are equal to the new rate for a full-time Registered General Staff Nurse increased by 12% and 10% respectively.

*Effective August 14, 1977, a pre-start rate of \$1,115 per month will be established for a Registered Nurse with less than 1 year of clinical experience at the time of being hired. Effective October 1, 1977, this special hiring rate will become \$1,190 per month. Upon completion of 6 months of service, the nurse will advance to step 1 of the regular salary grid and be credited with having completed 6 months of service at this step.

In a similar fashion, a pre-start rate of \$57.64 per day as of August 14, 1977, and \$61.51 per day as of October 1, 1977, will be introduced for a part-time Registered Nurse with less than 200 tours of clinical experience.

Shift Premium: 0-\$1.65-\$1.65 (0-\$1.55-\$1.55) per tour. A nurse working a 10 or 12-hour shift receives a premium of 22¢ (20¢) per hour.

Night Transportation Allowance: Effective upon ratification, \$5.50 (\$5.00) maximum for each trip.

Rest Period: One 15-minute rest period for the night tour (new). (Existing provision for one 20-minute rest period in the day and evening tours remains unchanged.)

Adoption Leave (new): Up to 6 months of unpaid leave with no loss of seniority or benefits is accrued to the time of the leave.

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct Ltd., Quebec and Ontario - Canadian Telephone Employees (Ind.)
(clerical and associated employees): A 12-month renewal agreement effective from December 1, 1977 to November 30, 1978, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Further details were unavailable at time of publication.

Atomic Energy of Canada Limited at Mississauga - Public Service Alliance of Canada*(CLC): A 12-month first agreement effective from August 1, 1977 to July 31, 1978, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

*In the 1975-77 agreement, the bargaining unit was represented by Local 1645 of the Association of Commercial and Technical Employees (Atomic Energy Power Projects Employees) (CLC).

Wages:	Effective	<u>Aug. 1/77</u>
	General Increase	5.38%*
	PD2 (includes Detailer 2)	\$8,655-\$12,555 (\$8,160-\$11,910)
	PD7 (includes Design Technologist 7)	\$22,120-\$24,420 (\$20,920-\$23,170)
	*Note: Increase is subject to approval by the Anti-Inflation Board.	

Probationary period is 90 working days. Salary scale is a combined service and merit increase system.

Health and Welfare: OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays \$15.50 (\$11.00) per month for single coverage and \$30.75 (\$22.00) per month for family coverage.

PERSONAL SERVICES

Sutton Place Hotel at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1977 to March 31, 1979, covering 230 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Apr. 1/77</u>	<u>Aug. 16/77</u>
	Increases	8¢-13¢	8¢-17¢
	Waitress	\$2.83 (\$2.75)	\$2.91
	Pastry Chef	\$4.44 (\$4.31)	\$4.57
	Effective	<u>Apr. 1/78</u>	<u>Oct. 1/78</u>
	Increases	9¢-18¢	5¢-18¢
	Waitress	\$3.00	\$3.05
	Pastry Chef	\$4.75	\$4.93

All rates will remain 10¢ above the minimum wage during the term of the agreement.

Paid Vacation: Effective in the second year of the collective agreement, 3 weeks after 5 (6) years' service.

Health and Welfare: OHIP - Employer pays \$13.50 (\$11.00) and \$27.00 (\$22.00) per month for single and family coverage, respectively, for employees with 3 months, but less than 2 years' service. \$14.75 and \$29.50 per month for employees with 2, but less than 5 years' service. \$16.00 and \$32.00 per month for employees with 5 or more years' service.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute (Ind.) (commerce group): A 7-month renewal agreement effective from November 24, 1977 (the date of the arbitral award) to June 25, 1978, with wages retroactive to June 27, 1977. The agreement covers 1,475 employees and was settled by arbitration. Duration of negotiations - 7 months.

Wages:	Effective	<u>June 27/77</u>
	Increase	7.5%, to a maximum of \$2,400 per annum

Annual Rates

CO-1	\$17,124-\$22,781 (\$15,929-\$21,192)
CO-4	\$31,753-\$38,626 (\$29,538-\$36,226)

Paid Vacation: 4 weeks after 13 (14) years' service.

Addendum

June 1977 Settlement

HEALTH AND WELFARE SERVICES

Sunnybrook, Wellesley, Toronto East General & Orthopaedic and Baycrest Hospitals at Toronto - Locals 204 and 777, Service Employees (AFL-CIO/CLC) (office and clerical employees): Four 24-month renewal agreements effective from October 1, 1976 to September 30, 1978*, covering a total of 685 employees, settled by arbitration in June, 1977. Duration of negotiations - 8 months.

*The Baycrest Hospital agreement begins and terminates 1 month later.

Full acceptance of the arbitration award issued on June 23, 1977 was withheld pending resolution of a classification issue. The issue has now been resolved and the agreements have been fully implemented.

The four hospitals negotiated jointly for the first time.

The agreements have been approved by the Anti-Inflation Board.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
	General Increases*	33¢ per hour or \$54 per month	31¢ per hour or \$50 per month

	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
<u>Sunnybrook Hospital</u> (Monthly Rates)		
Clerk Messenger	\$704 (\$650)	\$754
Internal Audit Clerk	\$846 (\$792)	\$896
<u>Wellesley Hospital</u> (Hourly Rates)		
File Clerk 0-3 years	\$4.49-\$4.85 (\$4.16-\$4.52)	\$4.80-\$5.16
Secretary 0-3 years	\$5.25-\$5.71 (\$4.92-\$5.38)	\$5.56-\$6.02

*The amounts shown above were awarded by arbitration. For purpose of catch-up, Baycrest Hospital was granted approval by the Anti-Inflation Board for increases in excess of these amounts. Baycrest increases are effective November 8, 1976 and November 7, 1977.

Shift Premium: 0-\$1.55-\$1.55 (0-\$1.00-\$1.00) per shift.

Paid Holidays: Effective in 1977, 1 floating holiday is added for eligible employees for a total of 11 (10) days.

Paid Vacation: Effective in 1977, 3 weeks after 4 (5) years and 4 weeks after 13 (15) years.

Health and Welfare: Extended Health Care Plan - The single and family deductibles have been standardized and lowered to \$10 and \$20 respectively. (Previously, \$50 and \$100 or \$25 and \$50.)

Bereavement Leave: Effective on the date of the award, 3 days' paid leave is extended to cover the death of a grandparent.

Negotiation Committee Pay (new): Employer will pay the normal salary for 2 union representatives while negotiating a new agreement, up to the time of conciliation or arbitration.

July 1977 Settlement

LOCAL ADMINISTRATION

London City Board of Commissioners of Police - London Police Association (Ind.) (policemen and civilian employees): Two 12-month renewal agreements effective from January 1, 1977 to December 31, 1977, covering 443 employees, settled at the bargaining stage and ratified in July, 1977. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/77
	Increase	8% for Superintendents and First Class Constables; 6% for all other policemen; varying % for civilians
	<u>Policemen</u>	
	Third Class Constable	\$15,530 (\$14,651)
	First Class Constable	\$18,398 (\$17,035)
	Superintendent First Class	\$27,916 (\$25,848)
	<u>Civilian Employees</u>	
	Level 2 (Clerk Typist)	\$6,633-\$9,830 (\$6,233-\$9,358)
	Level 10 (Cost Accountant)	\$11,449-\$17,880 (\$11,049-\$17,242)
	Probationary period is 12 months for civilians and 18 months for policemen. Maximum rate for Clerk Typist is reached after five 6-month increases. Maximum rate for Cost Accountant is reached after two 6-month and four 12-month increases.	
Cost-of-Living Provision:	Discontinued.	
Call-Back Pay:	Effective September 1, 1977, civilians receive 3 (2) hours' pay at straight time for transfers without 12 (24) hours' notice.	
Overtime Pay (civilians only):	Effective September 1, 1977, a maximum of 16 hours accumulated overtime may be taken in part or whole as time off (new).	
Standby Pay (policemen only):	3 hours at straight time (new).	
Off-Duty Work (policemen only):	\$12 (\$9) per hour, with a minimum of 3 hours' pay. \$14 (\$10) per hour for any member above the rank of Police Constable.	
Workmen's Compensation Supplement (policemen only) (new):	Employee receives the difference between regular pay and compensation pay, without deduction from his sick leave.	
Maternity Leave:	After one year's seniority, up to six months' leave. (Provision is new in police agreement and unchanged in civilian agreement.)	
College Travel Allowance (policemen only):	Members required to attend the Ontario Police College receive \$4.10 for each full 5-week period and are compensated for a return trip if the instruction is for a period of 6 weeks or longer (new).	

Effective September 1, 1977, transportation allowance of \$9.10 for each attendance at London court while attending the Ontario Police College (new).

Court Travel Allowance (policemen only): Members receive actual time plus 2 hours for the use of public transit to attend court and 1 hour for each 50 miles travelled by motor vehicle to attend court, to a maximum of 275 miles for escorting a prisoner or 150 miles for attending one day of court (new).

Education Allowance (policemen only): Effective September 1, 1977, the Board pays 100% of cost of related courses successfully completed (new).

Per Diem Allowance (policemen only) (new): Members required to attend court on consecutive days at a distance of more than 85 miles from London receive overnight accommodation, plus:
\$2.55 for breakfast,
\$2.80 for lunch when away from 1200 hours to 1330 hours,
\$7.10 for dinner when away from 1700 hours to 1830 hours,
\$2.80 for lunch when away more than 4 hours between 1830 hours of one day and 800 hours of the next day.

Temporary Transfer (civilians only): Provision does not apply during the first 15 (20) consecutive working days of sick leave or annual vacation.

This settlement has been approved by the Anti-Inflation Board.

August 1977 Settlement

EDUCATION AND RELATED SERVICES

Hastings - Prince Edward County Roman Catholic Separate School Board - Ontario

English Catholic Teachers' Association (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 216 employees, settled at the bargaining stage and ratified in August, 1977. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	6.58%*
	Teacher-Level 1 0-6 years	\$8,975-\$12,703 (\$8,421-\$11,919)
	Teacher-Level 7 0-14 years	\$14,499-\$24,578 (\$13,604-\$23,061)

*Note: Increase is subject to approval by the Anti-Inflation Board.

October 1977 Settlements

EDUCATION AND RELATED SERVICES

University of Windsor - Faculty Association (Ind.): A 36-month first agreement effective from July 1, 1976 to June 30, 1979, covering 580 employees, settled at the post conciliation bargaining stage in October, 1977. Duration of negotiations - 16 months.

Holdback: 80% of the increases shown below will be implemented, pending review by the Anti-Inflation Board.

Wages:	Effective	<u>July 1/76</u>	<u>July 1/77</u>	<u>July 1/78</u>
	<u>Annual Increases*</u>			
	Lecturer	\$950	\$1,000	\$1,100
	Assistant Professor	\$1,200	\$1,300	\$1,400
	Associate Professor	\$1,300	\$1,400	\$1,500
	Professor	\$2,000	\$2,200	\$2,400
	Librarian I	\$900	\$1,000	\$1,100
	Librarian IV	\$1,360	\$1,480	\$1,610

*Increases shown here are added to the individual salaries paid staff members in the 1975-1976 academic year. The schedule of sample rates listed below represents the new floor salaries for each classification.

Lecturer	\$12,330	\$13,330	\$14,430
Assistant Professor	\$15,217	\$16,517	\$17,917
Associate Professor	\$19,840	\$21,240	\$22,740
Professor	\$24,620	\$26,820	\$29,220
Librarian I	\$10,856	\$11,856	\$12,956
Librarian IV	\$16,375	\$17,855	\$19,465

Retroactivity: Applies only to those employees on staff at the time of the scheduled increases and still on staff at the time of this agreement, or now retired.

Merit Pay: Separate funds to be used for discretionary annual awards are to be established for the University Librarians, the Law Librarians and for each Faculty by multiplying the number of employees in each classification of each of the three groups by a corresponding dollar schedule as outlined below.

	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
Lecturer	\$250	\$350	\$450
Assistant Professor	\$530	\$650	\$750
Associate Professor	\$850	\$950	\$1,100
Professor	\$1,200	\$1,400	\$1,600
Librarian I	\$250	\$270	\$290
Librarian II	\$350	\$370	\$390
Librarian III	\$450	\$470	\$490
Librarian IV	\$550	\$570	\$585
Teaching Overload Stipends:	Effective September 1, 1977, \$39 per contact hour for a full course and \$40 per contact hour for a semester course taught by a Professor or Associate Professor. Effective September 1, 1978, \$41 and \$42 respectively.		
Hours of Work/ Librarians:	35 hours per week.		
Paid Holidays:	9 days.		
Paid Vacation:	1 month per year for faculty members with 1 or more years of service; 22 days per year for librarians with 1 or more years of service.		
Health and Welfare:	<u>Life Insurance, A.D. & D., OHIP, Supplemental Hospital, Extended Health Care Plan</u> - Employer pays 100% of the premiums for employees and dependents. <u>LTD</u> - Employer pays 100% of the premiums. Effective upon the signing of this new agreement, benefits will be equal to 66 2/3% of salary, to a maximum of \$2,000 per month.		
Retirement Plan:	The Plan which requires contributions by employees provides maximum benefits as follows: Benefits payable prior to September 1, 1976 - the lesser of 2% of the employee's average compensation for his best 3 years or \$1,143 per annum per year of service, to a maximum of 35 years. Benefits payable on or after September 1, 1976 - lesser of 2% or \$1,715 per annum as above. For employees with 5 or more years of service at the time of retirement, the Plan includes a minimum guarantee with an escalator provision of up to 2% per year to compensate for cost-of-living increases.		
Lay-off Procedure in the Event of Financial Exigency:	Joint consultation prior to reductions in salaries or benefits and establishment of a labour-management Task Force to identify the areas in which terminations and/or lay-offs are to take place.		
Retraining, Redeployment and Transfers:	A labour-management committee is to report on recommended procedures and criteria to be followed.		
Notice of Lay-off:	Employees holding a full-time appointment and having 1 or more years of service will be given 12 months' notice or 12 months' salary in lieu of notice. In addition, employees will receive 1 month's salary for each year's service following full-time		

appointment, up to a maximum of 12 months' salary. Paid automatically up to 6 months. Entitlements beyond 6 months will be paid only if the laid-off employee has not obtained alternative full-time employment.

Life Insurance after Lay-off:	Coverage will be maintained by the employer.
Moving Allowance:	Ranges from \$500 to \$1,500 according to distance, classification and marital status.
Car Allowance:	11¢ per kilometer.
Travel-Time Allowance for Extra Mural Teaching:	Ranges from \$450 to \$600 according to city, plus per diem allowance for meals and lodging.
Allowance for Other Trips and Membership Dues:	A fund of \$120 times the number of full-time employees will be established to cover the cost of authorized trips, including professional conferences and symposiums, and to pay up to 50% of the membership dues for up to 2 professional organizations.
Tuition Refund:	Applies to courses taken by any full-time employee, whether active or retired, and to his or her spouse and dependents or survivors.
Sabbatical Leave:	Requires a minimum of 6 years of service for eligibility. During the leave period vacation and insurance benefits are maintained. Commencing July 1, 1978, salary allowances range from 75% of normal salary to 100% for a faculty member with 10 or more years of service.
Political Leave/Campaigning:	An employee may be granted leave to run for an elected public office with full salary, rights, privileges and benefits, provided he cooperates with his substitute and reimburses the University for the cost of the substitute, if any.
Political Leave/While in Office:	Up to 5 years, without salary or fringe benefits, to serve in Parliament or the Legislature.
Court Leave:	Leave with full salary and benefits for jury duty or when subpoenaed as a court witness.
Maternity Leave:	In addition to provisions corresponding to legislation, up to 13 weeks of the maternity leave will be with full salary and all other rights, privileges and benefits. During the unpaid portion of the normal 17-week leave period, the employee may maintain benefit plans at her own expense.
Adoption Leave:	Up to 5 days' paid leave.
Leave for Librarians:	Paid leave to attend conferences, conventions, seminars and workshops and up to 8 weeks with pay to study related course work for full-time librarians with 3 or more years of service.

Compassionate Leave: Leave with pay for personal emergencies such as serious illness or death in the family. Duration of leave is to be determined by the Dean.

Union Leave: The President of the Association may be granted leave with pay to attend conferences, conventions, seminars or workshops related to collective bargaining.

Public Liability Insurance: Up to \$1 million coverage is provided by the employer.

CONSTRUCTION

Ontario Precast Concrete Manufacturers Association (Erection Division) - Ontario Provincial Council, Labourers (AFL-CIO/CLC): A 12-month renewal agreement effective from October 16, 1977 to October 15, 1978, covering 300 employees, settled at the bargaining stage and ratified in October, 1977. Duration of negotiations - 1 month.

Wages:	Effective	<u>Oct. 16/77</u>
	General Increase	54¢
	General Precast Labourer	\$9.67 (\$9.13)*
	Welder (certified)	\$10.62 (\$10.08)*

*Previous rates reflect an 8-cent rollback to meet increased OHIP costs.

Pension Plan: Employer contributes 40¢ (30¢) per hour.

Meal Allowance: \$10.50 (\$9.50) per day.

Mileage Allowance: 20¢ (18¢) per mile.

Anti-Inflation Board Rulings in November 1977

Employer and Union	Reference	Action
Leville General Hospital and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	Oct. 77, p. 681	Disallowed
Brewers' Warehousing Co. Ltd., province-wide and Cdn. Brewery Workers (CLC) (warehouse, retail, clerks and office empls.)	July 77, p. 471	Disallowed
Canada Cement Lafarge Ltd., Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba and Saskatchewan and Cement Workers (AFL-CIO/CLC)	June 77, p. 377	Disallowed
Canada Machinery Corp. Ltd., Cambridge and Kitchener and Steelworkers (AFL-CIO/CLC)	Feb. 77, p. 56	Allowed
Carling O'Keefe Breweries of Canada Ltd. and Carling O'Keefe Transport Ltd., Toronto and Waterloo and Cdn. Brewery Workers (CLC)	June 77, p. 353	Disallowed
Champion Road Machinery Ltd., Goderich and Machinists (AFL-CIO/CLC) (hourly empls.)	Sept. 77, p. 587	Allowed
Dart Chemicals Ltd., Sifto Salt Div., Goderich Mine and Cdn. Chemical Workers (Ind.)	May 77, p. 283	Disallowed
Batt's Ltd. (London Brewery) and Natl. Brewery Workers Union (CLC)	Aug. 77, p. 551	Disallowed
Batt's Ltd. (Metro Toronto Brewery) and Cdn. Brewery Workers (CLC)	June 77, p. 355	Disallowed
Livingston Industries Ltd., Tillsonburg and Hagersville and Woodworkers (AFL-CIO/CLC)	Nov. 76, p. 642	Disallowed
Blaws Ltd. and Cdn. Retail Employees (CLC) (warehouse and advertising employees in Ontario and office employees at Mississauga)	Aug. 77, p. 552	Disallowed
Long Manufacturing Div., Borg-Warner (Canada) Ltd., Oakville and Auto Workers (CLC)	Mar. 77, p. 127	Disallowed
McCormick's Ltd., London and Millers (AFL-CIO/CLC)	Apr. 77, p. 192	Disallowed
Millhaven Fibres Ltd., Millhaven Works, Ernestown and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	May 77, p. 270	Allowed
Molson's Brewery (Ontario) Ltd. and W.J. Hyatt Transport Ltd., Toronto and Cdn. Brewery Workers (CLC)	July 77, p. 459	Disallowed
North York Borough Hydro Electric Commission and CUPE (CLC) (inside and outside empls.)	June 77, p. 382	Disallowed
Rockwell International of Canada Ltd., Chatham and Milton and Auto Workers (CLC) (hourly-rated empls.)	Mar. 77, p. 131	Allowed

Anti-Inflation Board Rulings in November 1977 (Cont'd)

Employer and Union	Reference	Action
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	Sept. 77, p. 613	Disallowed
TCF of Canada Ltd., Cornwall and Clothing and Textile Workers (AFL-CIO/CLC)	Aug. 77, p. 526	Disallowed
Thunder Bay Grocery Stores and Retail Clerks (AFL-CIO/CLC)	Aug. 77, p. 537	Disallowed

Negotiations in Progress during November 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
P Parts of Canada Ltd., Toronto	Auto Workers (CLC)	375	MED/WS
omoco Canada Petroleum Co. Ltd. (Patchogue Plymouth Div.), Hawkesbury	Woodworkers (AFL-CIO/CLC)	400	B
nchor Cap and Closure Corp. of Canada Ltd., Toronto and Pre- mier Plastics Ltd. and Plasti- cap Ltd., Richmond Hill	Electrical Workers (UE) (CLC)	430	CO
rtex Woollens Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	240	B
tomtic Energy of Canada Ltd., Commercial Products Div., Ottawa**	CLC-Directly Chartered	240	CO
tomtic Energy of Canada Ltd. (Power Projects), Mississauga**	Society of Professional Engineers (Ind.)	410	B
each Appliances International Ltd., Ottawa	Auto Workers (CLC)	400	B
rant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	580	MED
rant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	400	PFB
rewers' Warehousing Co. Ltd., province-wide	Cdn. Brewery Workers (CLC)	1,400	B
anada Cycle and Motor Co. Ltd., Weston	Auto Workers (CLC) (production and warehouse empls.)	500	CO
anadian Fabricated Products Ltd., Stratford	Auto Workers (CLC)	600	CO
anadian General Electric Co. Ltd., Barrie, Burlington, Cal- edonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,500	B
anadian General Electric Co. Ltd., Guelph, Peterborough, Scarborough and Toronto	Technical Engineers (AFL-CIO/CLC) (draftsmen)	248	B
anadian Industries Ltd. (In- dustrial Chemicals Div.), Cornwall	Steelworkers (AFL-CIO/CLC)	225	B
anadian Industries Ltd. (Paint and Varnish Plants and Paint Research Laboratory) (York Works), Toronto	Steelworkers (AFL-CIO/CLC)	250	CO
anadian Pittsburgh Industries Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/CLC)	400	B

*See page 755 for definition of codes.

**Federal jurisdiction.

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canadian Standards Assn., Toronto	CUPE (CLC)	290	PCB
Canteen of Canada Ltd. (Vending and Food Service), Brantford, Hamilton, London, Oakville, St. Catharines and Toronto	Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	387	CO
Cara Operations Ltd. (Airline Service Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	340	B
Carling O'Keefe Ltd. and Carling O'Keefe Transport, Etobicoke, Toronto and Waterloo	Cdn. Brewery Workers (CLC)	615	B
Chromasco Ltd., Haley	Steelworkers (AFL-CIO/CLC)	380	CO
City Parking Canada Ltd., Toronto	Service Employees (AFL-CIO/CLC)	203	MED
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Ottawa, Toronto and Windsor	Cdn. Brewery Workers (CLC)	900	CO
Columbus McKinnon Ltd., St. Catharines	Auto Workers (CLC)	200	MED/WS
Consolidated-Bathurst Packaging Ltd., Hamilton	Woodworkers (AFL-CIO/CLC)	205	B
Consumers' Gas Co., Metropolitan Toronto and other centres	Independent Gas Workers Union	690	B
Consumers' Gas Co., Toronto and other centres	Intl. Chemical Workers (AFL-CIO/CLC)	580	B
Coro (Canada) Ltd., Toronto	Metal Polishers (AFL-CIO/CLC)	200	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	700	B
Crouse-Hinds Canada Ltd. and Taylor Die and Tool Mfg. Co. Ltd., London	Electrical Workers (IBEW) (AFL-CIO/CLC)	240	B
Daal Specialties (Canada) Ltd., Collingwood	Auto Workers (CLC)	815	B
Dashwood Industries Ltd., Centralia and Mount Brydges	Carpenters (AFL-CIO/CLC)	255	B
Decor Metal Products, Midland	Auto Workers (CLC)	420	WS
Domglas Ltd., Bramalea	Glass and Ceramic Workers (AFL-CIO/CLC)	525	CO
Dominion Chain Co. (Div. of Welland Forge Ltd.), Stratford	Machinists (AFL-CIO/CLC)	390	B
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	345	B
Douglas Aircraft Co. of Canada Ltd., Mississauga	Auto Workers (CLC)	1,450	PCB
Durham Regional Municipality (Homes for the Aged), Beaverton and Oshawa	Cdn. Union of Public Employees (CUPE) (CLC)	450	B

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	230	B
Eddy Forest Products Ltd. (Wood Products Div.), Nairn Twp.	Carpenters (AFL-CIO/CLC)	200	CO
Emco Ltd., London	Steelworkers (AFL-CIO/CLC)	300	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	PMB
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	465	F
Etobicoke Borough	CUPE (CLC) (outside empls.)	640	B
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	400	B
Firestone Textiles Co., Div. of Firestone Canada Ltd., Woodstock	United Textile Workers (AFL-CIO/CLC)	254	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	212	MED
FWG (Eastern) Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	423	CO
Gabriel of Canada Ltd., Long Branch	Machinists (AFL-CIO/CLC)	570	B
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	300	B
Langarrry Transport Ltd., Alexandria	Natl. Council of Canadian Labour (Ind.)	350	B
Maple & Mail Ltd., Toronto	Newspaper Guild (AFL-CIO/CLC)	400	PCB
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	ARB
Grebb Industries Ltd. (Services and Cema Plants), Kitchener	United Shoe Workers (AFL-CIO/CLC)	250	B
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	360	PFB
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	410	ARB
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	735	CO
Mording Carpets Ltd., Collingwood	Clothing and Textile Workers (AFL-CIO/CLC)	350	B
Mendrie and Co. Ltd., province- wide	Railway, Transport and General Workers (CLC)	300	B
Mowden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	250	B

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	362	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	263	B
Husmann Store Equipment Ltd., Brantford	Auto Workers (CLC)	400	B
I.T.E. Industries Ltd. (Power Equipment Group), Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	250	B
Imperial Leaf Tobacco of Canada Ltd., Aylmer	Cdn. Chemical Workers (Ind.)	475	B
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	225	B
Kayser-Roth Canada Ltd., London	Clothing and Textile Workers (AFL-CIO/CLC)	260	B
Kodak Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	MED
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	247	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	MED
Lambton County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	MED
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	545	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	345	MED
Liberty Furniture Ltd., Toronto and Vaughan Twp.	Steelworkers (AFL-CIO/CLC)	220	B
Lincoln County Board of Education	CUPE (CLC) (maintenance and care-taking empls.)	208	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	220	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	450	F
London Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,090	B
London City Corp. (Dr. John Dearness Home for Elder Citizens)	Service Employees (AFL-CIO/CLC)	200	B
Maritime Employers' Assn., Toronto**	ILA (AFL-CIO/CLC) (stevedores, etc.)	500	B

**Federal jurisdiction.

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (office, garage, parking control officers, etc.)	1,300	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (policemen)	5,300	B
Metropolitan Toronto House Wreckers' Assn.	Labourers (AFL-CIO/CLC)	400	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	241	ARB
National Defence, Communications Security Establishment, Ottawa**	Public Service Alliance (CLC)	300	B
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (operational category, supervisory and non-supervisory)	289	B
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	700	CO
National Steel Corp. of Canada, Capreol and Parry Sound	Steelworkers (AFL-CIO/CLC)	200	B
William Neilson Co. Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	650	B
Niagara Falls City Corp.	CUPE (CLC)	350	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	580	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	PMB
Noranda Mines Ltd. (Langmuir Property) and Pamour Porcupine Mines (Aunor, Hallnor and Pamour Divs.), Pamour and other centres	Steelworkers (AFL-CIO/CLC)	660	B
North York Borough	CUPE (CLC) (inside empls.)	520	B
North York Borough	CUPE (CLC) (outside empls.)	720	B
North York Borough	Fire Fighters (AFL-CIO/CLC)	555	B
North York Borough Board of Education	CUPE (CLC) (caretakers and matrons)	830	B
North York Borough Board of Education	CUPE (CLC) (office, clerical and technical empls.)	800	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	515	CO
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees' Union (OPSEU) (Ind.) (academic staff, librarians and counsellors)	6,155	B

**Federal jurisdiction.

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (Ind.) (support staff empls.)	3,500	PMB
Ontario Government	OPSEU (Ind.) (clerical services category)	9,740	B
Ontario Government	OPSEU (Ind.) (general administration category)	4,760	MED
Ontario Government	OPSEU (Ind.) (general operational services category)	5,330	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	B
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,140	B
Ontario Government	OPSEU (Ind.) (office services category)	7,455	B
Ontario Government	OPSEU (Ind.) (scientific and professional category)	3,500	MED
Ontario Government	OPSEU (Ind.) (technical services category)	5,290	MED
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government (Working Conditions)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	765	B
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	800	ARB
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO
Ottawa Board of Education	CUPE (CLC) (office empls.)	600	B
Ottawa Board of Education	Ottawa Board of Education Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	900	B
Ottawa-Carleton Regional Transit Commission**	Transit Union (AFL-CIO/CLC)	1,320	B
Ottawa City	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	ARB
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	ARB
Outboard Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC)	1,205	MED
Oxford Pendaflex Canada Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	250	CO

**Federal jurisdiction.

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Pamour Porcupine Mines, Schumacher	Steelworkers (AFL-CIO/CLC)	525	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,400	B
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	370	PFB
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	300	MED
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	342	PCB
Quaker Oats Co. of Canada Ltd., Peterborough	Foodworkers (AFL-CIO/CLC)	300	B
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	396	PFB
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435	MED
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
Rheem Canada Ltd., Hamilton and Oakville	Steelworkers (AFL-CIO/CLC)	227	B
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	265	B
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	280	CO
St. Catharines City (Arena, City Hall, Parks and Recreation and Works Dept.)	CUPE (CLC)	204	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	PCB
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	312	ARB
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	CO
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	375	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	ARB
St. Joseph's and other hospitals, Hamilton and other centres	Ont. Public Service Employees Union (OPSEU) (Ind.) (paramedical empls.)	2,000	B
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	610	PCB
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC)	400	B

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	225	ARB
Scarborough Borough	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough	Fire Fighters (AFL-CIO/CLC)	370	ARB
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
Sheraton Centre and five other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	1,860	B
Shopsy's Foods Ltd. (Huxley Rd. Plant), Toronto	Foodworkers (AFL-CIO/CLC)	300	B
Silkknit Ltd. and Silkknit Ltd. (Dominion Woollens & Worsteds Div.), Cambridge	United Textile Workers (AFL-CIO/CLC)	282	B
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	300	CO
Somerville Industries Ltd., London	Cdn. Chemical Workers (Ind.)	218	CO
Spar Aerospace Products Ltd., Toronto	Auto Workers (CLC)	480	MED
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	600	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	PCB
Toronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	300	CO
Toronto City	Fire Fighters (AFL-CIO/CLC)	1,290	B
Toronto East General & Ortho- paedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	550	ARB
Toronto General Hospital	Ont. Nurses' Assn. (Ind.)	840	PCB
Toronto Metropolitan and Toronto City	CUPE (CLC) (inside and outside empls.)	9,905	B
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	B
Toronto Western Hospital and 28 other Ontario hospitals	Cdn. Operating Engineers (CCU)	250	CO
Union Gas Ltd., southwestern Ontario	Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated, maintenance and office empls.)	1,110	B
University of Toronto Governing Council	Graduate Assistants Assn. (Ind.)	2,000	B
University of Windsor (Main- tenance Dept.)	CUPE (CLC)	225	CO

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	CO
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full-time empls.)	600	ARB
Hiram Walker & Sons Ltd., Walkerville	Cdn. Union of Distillery Workers (Ind.)	750	CO
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	206	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	560	MED
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	413	PMB
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	312	B
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	MED
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	MED
Windsor City	CUPE (CLC) (inside empls.)	530	B
Windsor Raceway Holdings Ltd.	Service Employees (AFL-CIO/CLC)	230	CO
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	760	MED
Women's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	220	CO
Woods Bag & Canvas Co. Ltd., Toronto	Textile Chemical Union (CCU)	200	MED
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	MED
York County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300	MED
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,300	PMB
York University, Toronto	Graduate Assistants Assn. (Ind.)	1,000	MED
York University, Toronto	York University Faculty Assn. (Ind.)	1,040	B(R)

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
<u>More Than One Province</u>			
Air Canada, system-wide**	Air Line Flight Attendants (CLC)	2,700	CLC
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,515	B
American Can of Canada Ltd., Hamilton and Simcoe, Ont. and Montreal, Que.	CLC-Chartered Locals	1,500	B
Bell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	B(R)
Bell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	8,000	B(R)
CP Air, system-wide**	Air Line Flight Attendants (CLC)	900	CO
CP Air, system-wide**	Air Line Pilots (Ind.)	600	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (AFL-CIO/CLC)	2,645	CB
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,200	CO
Canadian Broadcasting Corp., Canada-wide**	Syn. des Employes de Production du Que. (Ind.) (stagehands, etc.)	850	B
Canadian Pacific Transport Co., CP Transport (Western Div.), and Canadian Pacific Express Co., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (ware- housemen, drivers, mechanics, clerks, etc.)	4,100	B
Council of Printing Industries of Canada, Toronto, Ottawa, London and Hamilton, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo- engravers)	2,160	B
Government of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,165	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,240	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal opera- tions group, non-supervisory)	19,280	B
Government of Canada (Treasury Board)**	Postmasters (Ind.) (revenue postal operations group)	8,210	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (biological sciences group)	765	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,205	B

**Federal jurisdiction.

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,575	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,780	B
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	3,605	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,285	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,060	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,950	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,935	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	4,535	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, non-supervisory and supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,655	B

**Federal jurisdiction.

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,315	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,080	B
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing pool)	12,320	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,970	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,560	B
National Research Council, Canada-wide**	Research Council Employees' Assn. (technical empls.)	1,050	B
Railway Assn. of Canada (CN, CP Rail, CN and CP jointly owned companies and other companies), system-wide**	Associated Railway Unions (CLC), (AFL-CIO/CLC) and (Ind.)	87,545	B
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CBRT) (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	1,170	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (office empls., extension div. and farm service centres)	1,000	B

**Federal jurisdiction.

Negotiations in Progress during November 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
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Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1977

Employer and Location	Union	No. of Empls
American Can of Canada, Hamilton and Simcoe	CLC - Directly Chartered	50
Amoco Canada Petroleum Co. (Patchogue Div.), Hawkesbury	Woodworkers (AFL-CIO/CLC)	40
Artex Woollens, Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	24
Atomic Energy of Canada (Power Projects), Mississauga	Engineers Assn. (Ind.)	41
Canada Packers (York Farms Div., 2 Plants), Brantford	Foodworkers (AFL-CIO/CLC)	21
Canadian Fabricated Products, Stratford	Auto Workers (CLC)	60
Canadian General Electric Co., Intercity	Electrical Workers (UE)(CLC)	5,500
Canadian General Electric Co. (Drafting Section), Peterborough	Technical Engineers (AFL- CIO/CLC)	24
Canadian Red Cross Society, Blood Transfusion Service, Intercity	Independent Local Union	21
Chatham Public General Hospital	Service Employees (AFL-CIO/ CLC)	21
CN Railway Clerks and other classes (Agmt. 0501), province-wide	Railway, Transport and General Workers (CLC)	4,390
CN Railway Conductors (Agmt. 0416), St. Lawrence River and Great Lakes	United Transportation Union (AFL-CIO/CLC)	4,230
CN Railway Customer and Catering Services (Agmt. 0508), province-wide	Railway, Transport and General Workers (CLC)	44
CN Railway Firemen and Hostlers (Agmt. 0201), St. Lawrence and Great Lakes	United Transportation Union (AFL-CIO/CLC)	57
CN Railway Locomotive Engineers (Agmt. 0101), St. Lawrence River and Great Lakes	Locomotive Engineers (Ind.)	95
CN Railway Signal Dept. (Agmt. 1101), province-wide	Railroad Signalmen (AFL-CIO/CLC)	25
CN Railway Station Agents (Agmt. 0701), St. Lawrence River and Great Lakes	Railway Clerks (AFL-CIO/CLC)	49
CN Railway Station Agents (Agmt. 0702), northwestern Ontario	Railway Clerks (AFL-CIO/CLC)	79
CN Railway Telecommunications Dept. (clerical and technical and telegraph workers)	Telegraph Workers (AFL-CIO/CLC)	60
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC)	70
CP Express Train (Express Empls.), province-wide	Railway Clerks (AFL-CIO/CLC)	2,600
CP Railway Conductors, province-wide	United Transportation Union (AFL-CIO/CLC)	1,500

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1977 (Cont'd)

Employer and Location	Union	No. of Empls.
CP Railway Locomotive Engineers, province-wide	Locomotive Engineers (Ind.)	530
CP Railway Telecommunications Dept., province-wide	Telegraph Workers (AFL-CIO/CLC)	500
Dempster's Bread (Div. of Corporate Foods), Toronto	Teamsters (Ind.)	278
Domglas Ltd., Brampton and Malton	Glass and Ceramic Workers (AFL-CIO/CLC)	525
Dominion Forge Co., Windsor	Auto Workers (CLC)	345
Durham Regional Municipality (Homes for the Aged), Oshawa and Beaverton	Cdn. Union of Public Employees (CUPE) (CLC)	450
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	230
Etobicoke Borough Corp. (Utilities, Construction Inspection)	CUPE (CLC)	640
Etobicoke Borough Board of Education	CUPE (CLC)	512
Etobicoke Borough Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	365
Firestone Textiles (Div. of Firestone Canada), Woodstock	United Textile Workers (AFL-CIO/CLC)	254
Four Seasons Hotel and Inn on the Park, North York and Toronto	Hotel Employees (AFL-CIO/CLC)	4,500
Foxhead Inn (Sheraton Brock, Foxhead and Motor Inn), Niagara Falls	Hotel Employees (AFL-CIO/CLC)	400
Frontenac County Board of Education	Cdn. Union of Public Employees (CUPE) (CLC)	240
Galtex Co., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	450
Glengarry Transport, Alexandria	Nat'l. Council of Canadian Labour (Ind.)	350
Grand Valley Road, Sewer and Watermain Contractors, OLRB Areas 4, 6, 7, 8P, 26P, 27 and 28	Labourers (AFL-CIO/CLC)	200
Halton Regional Police	Police Assn. (Ind.)	260
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300
Harbour Castle Hotel (Campeau Corp.), Toronto	Hotel Employees (AFL-CIO/CLC)	500
Harding Carpets, Collingwood	Clothing and Textile Workers (AFL-CIO/CLC)	350
Hendrie & Co., province-wide	Railway, Transport and General Workers (CLC)	300
King Edward Sheraton Hotel (Extra Help), Toronto	Hotel Employees (AFL-CIO/CLC)	300

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1977 (Cont'd)

Employer and Location	Union	No. of Empls
King Edward Sheraton Hotel (Sheraton Ltd.), Toronto	Hotel Employees (AFL-CIO/CLC)	20
Kingston City Corp.	Cdn. Union of Public Employees (CUPE) (CLC)	31
Knott Hotels Co. of Canada (Westbury Hotel), Toronto	Hotel Employees (AFL-CIO/CLC)	28
Labatt's Ltd. (London Brewery)	CLC - Directly Chartered	45
Labatt's Ltd., Toronto	Cdn. Brewery Workers (CLC)	40
Liberty Furniture Industries, Toronto and Vaughan Twp.	Steelworkers (AFL-CIO/CLC)	22
Lincoln County Board of Education	Cdn. Union of Public Employees (CUPE) (CLC)	20
Lincoln County Board of Education	CUPE (CLC)	22
London and District Road, Sewer and Watermain Contractors, OLRB Area 3	Labourers (AFL-CIO/CLC)	45
London City Corp. (City Hall)	Cdn. Union of Public Employees (CUPE) (CLC)	35
London City Corp. (Dr. John Dearness Home for the Aged)	Service Employees (AFL-CIO/CLC)	20
London City Corp. (Works Dept.)	Cdn. Union of Public Employees (CUPE) (CLC)	51
London City Public Utilities Commission	CUPE (CLC)	36
Metropolitan Toronto Library Board	CUPE (CLC)	20
Neilson, William, Ltd., Toronto and Georgetown	Foodworkers (AFL-CIO/CLC)	65
Niagara Falls City Corp.	Cdn. Union of Public Employees (CUPE) (CLC)	35
Niagara Regional Municipality	CUPE (CLC)	47
Niagara South Board of Education	CUPE (CLC)	45
North York Borough Board of Education	CUPE (CLC) (office & clerical empls.)	80
North York Borough Board of Education	CUPE (CLC) (caretakers & matrons)	83
North York Borough Corp.	CUPE (CLC) (inside empls.)	52
North York Borough Corp.	CUPE (CLC) (outside empls.)	72
North York Borough Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	55
Ontario Government	Ont. Public Service Employees' Union (OPSEU) (Ind.) (clerical services)	9,740
Ontario Government	OPSEU (Ind.) (general opera- tional services)	5,330

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1977 (Cont'd)

Employer and Location	Union	No. of Empls.
Ontario Government	OPSEU (Ind.) (institutional care and correctional services)	9,355
Ontario Government	OPSEU (Ind.) (maintenance services)	6,140
Ontario Government	OPSEU (Ind.) (office services)	7,455
Ontario Hydro	Engineers' Assn. (Ind.) (professional engineers)	4,145
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC)	1,320
Peel Regional Police Dept.	Police Assn. (Ind.)	638
Queen's University, Kingston	CLC - Directly Chartered	300
Railway Assn. of Canada (Extra Gang, Agrt. 18), province-wide	Maintenance of Way (AFL-CIO/CLC)	216
Railway Assn. of Canada (Shop Crafts, Agrt. 16), province-wide	Multi-Union	4,155
Railway Assn. of Canada (Track and B&B, Agrt. 17), province-wide	Maintenance of Way (AFL-CIO/CLC)	4,343
Rennie, John, Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	300
Richards-Wilcox of Canada, London	Machinists (AFL-CIO/CLC)	265
Robertshaw Controls Canada, Toronto	Electrical Workers (UE)(CLC)	280
SKD Manufacturing Co., Amherstburg	Auto Workers (CLC)	300
St. Catharines City Corp.	Cdn. Union of Public Employees (CUPE) (CLC)	204
St. Lawrence Seaway Authority, Intercity	Railway, Transport and General Workers (CLC)	1,000
St. Vincent Hospital, Ottawa	Int'l. Operating Engineers (AFL-CIO/CLC)	400
Scarborough Borough Corp.	Cdn. Union of Public Employees (CUPE) (CLC)	620
Shipping Federation of Canada, Toronto	Longshoremen (ILA) (AFL-CIO/CLC)	450
Shipping Federation of Canada (Checkers), Toronto	Longshoremen (ILA) (AFL-CIO/CLC)	265
Simcoe County Board of Education	Cdn. Union of Public Employees (CUPE) (CLC)	324
Simcoe County Board of Education	Ontario Public Service Employees' Union (OPSEU) (Ind.)	218
Southside Development (Four Seasons Sheraton), Toronto	Hotel Employees (AFL-CIO/CLC)	250
Standard-Modern Tool Co., York Borough	Steelworkers (AFL-CIO/CLC)	200
Sudbury and District Road, Sewer and Watermain Contractors, OLRB Areas 16, 17, 19, 20, 21, 25 and 32	Labourers (AFL-CIO/CLC)	300

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1977 (Cont'd)

Employer and Location	Union	No. Empl
Sudbury City Corp. (Parks and Recreation)	Cdn. Union of Public Employees (CUPE) (CLC)	2
Sudbury Electrical Contractors Assn., OLRB Areas 16, 17, 19-21, 24P, 25 and 32	Electrical Workers (IBEW) (AFL-CIO/CLC)	3
Thunder Bay City Corp.	Cdn. Union of Public Employees (CUPE) (CLC)	2
Thunder Bay City Corp. (Works and Parks)	CUPE (CLC)	3
Toronto City Board of Education	CUPE (CLC)	2
Toronto City Board of Education	CUPE (CLC)	3
Toronto City Corp. (Inside)	CUPE (CLC)	2,0
Toronto City Corp. (Outside)	CUPE (CLC)	1,9
Toronto Harbour Commission	Longshoremen (ILA) (AFL-CIO/CLC)	4
Toronto Linen Supply Industry Employers Committee	Teamsters (Ind.)	3
Toronto Metropolitan Municipality (Inside)	Cdn. Union of Public Employees (CUPE) (CLC)	3,5
Toronto Metropolitan Municipality (Outside)	CUPE (CLC)	1,9
Toronto Metropolitan Police Force	Police Assn. (Ind.)	4,2
Toronto Metropolitan Police (Unit A)	Police Assn. (Ind.)	7
Toronto Public Library Board	Cdn. Union of Public Employees (CUPE) (CLC)	3
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,4
Toronto Upholstered Furniture Manufacturers	Upholsterers (AFL-CIO/CLC)	32
Treasury Board of Canada	Public Service Alliance of Canada (PSAC) (CLC) (adminis- trative services group)	3,10
Treasury Board of Canada	PSAC (CLC) (communications group)	30
Treasury Board of Canada	PSAC (CLC) (engineering and scientific support group)	2,5
Treasury Board of Canada	PSAC (CLC) (financial administration group)	6
Treasury Board of Canada	PSAC (CLC) (general science support and technical inspection group)	2,7
Treasury Board of Canada	PSAC (CLC) (information services group)	6
Treasury Board of Canada	Multi-Union (printing oper- ations, non-supervisory)	6

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1977 (Cont'd)

Employer and Location	Union	No. of Empls.
Treasury Board of Canada	Public Service Alliance of Canada (PSAC) (CLC) (prog- ramme administration group)	9,335
Treasury Board of Canada	PSAC (CLC) (purchase and supply group)	981
Treasury Board of Canada	PSAC (CLC) (welfare programmes group)	363
Union Gas, Intercity	Oil Workers (AFL-CIO/CLC)	700
Union Gas, Intercity	Cdn. Chemical Workers (Ind.)	400
Victoria Hospital, London	Office Employees (AFL-CIO/CLC)	350
Walker, Hiram and Sons, Windsor	Distillery Workers (AFL-CIO/ CLC)	750
Waterloo County Board of Education	Independent Local Union	206
Wentworth County Board of Education	Cdn. Union of Public Employees (CUPE) (CLC)	225
Windsor City Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	285
Windsor City Police Force (Unit A)	Police Assn. (Ind.)	373
York Borough Board of Education	Cdn. Union of Public Employees (CUPE) (CLC)	236
York Borough Corp. (Works, Parks and Recreation)	CUPE (CLC)	300
York County Board of Education	CUPE (CLC)	323
York Regional Municipality (Land and Maintenance Div.)	CUPE (CLC)	293
York Regional Municipality (Police)	Police Assn. (Ind.)	285
York University, Toronto	Cdn. Union of Public Employees (CUPE) (CLC)	235



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COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
December 1977

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1977, and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is generally included only when part of an increase is withheld pending the Board's decision. It is not extended to other settlements which may require AIB approval, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in December 1977 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlements.

The third section lists the negotiations underway in December 1977. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in January 1978.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

January 29, 1978

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Highlights

Soft Drinks Workers Settlement. The Canadian Union of Brewery Workers reached a settlement with Coca-Cola Ltd. affecting 1,026 production, sales and office employees at the company plants in 10 Ontario locations. The master settlement was achieved in conciliation and served as a basis for 14 separate 7-month renewal agreements, with wage increases retroactive to July 28, 1977, the day following the expiry dates of the previous contracts. The settlement standardized wages and salaries company-wide, with hourly rates increased by up to 51 cents in most locations, additional adjustments for workers in Ottawa and Belleville, and increases of 7-8 per cent for tradesmen, sales representatives and office employees. The cost-of-living escalator in the previous agreements, triggered at 9 per cent, generated no increases and was discontinued in the new contracts. Part of the negotiated wage increases was withheld pending AIB approval. The new agreements dealt only with direct monetary provisions, and the parties agreed to leave to next year's negotiations the resolution of the remaining contentious issues. These included further wage increases, changes in job classifications, vacations, pensions, shift and overtime assignments, sales representative functions, and contracting out.

Outboard Marine Settlement. The Outboard Marine Corporation of Canada concluded a 34-month renewal agreement with Local 5009 of the United Steelworkers of America, representing 870 production employees at the company's plant in Peterborough. The OMC plant, which now produces outboard motors and lawn mowers, had a workforce of more than 1,500 three years ago, but since then the decision to cease production of snowmobiles and chain saws has resulted in the elimination of a large number of jobs. In an attempt to arrest or reverse this trend, a group of workers and community members have established a company to purchase OMC's Pioneer chain saw division. The new company, tentatively known as 82173 Canada Ltd., in addition to pledges from OMC workers and city residents, has received funds from the city, provincial and federal governments.

These events had a direct bearing on the OMC contract negotiations, with the union's key bargaining proposals including seniority provisions, piece work availability and improvements in past service pensions. The new agreement, reached with the assistance of a mediator, provided three-stage hourly wage increases totalling 62 cents on day rates and 50 cents on incentive rates, and a 14-cent adjustment for two job classifications. A floating cost-of-living allowance of 96 cents generated under the previous contract was continued, but the present COLA clause was suspended for one year. Other changes involved improved health and welfare benefits and, subject to government approval, a completely revised non-contributory pension plan.

Colleges Support Staff Settlement. In early December, 3,500 support employees at 22 Colleges of Applied Arts and Technology in Ontario ratified a province-wide settlement reached at the fact-finder stage after the Ontario Public Service Employees Union

(OPSEU) had modified its original bargaining demands to conform with the anti-inflation guidelines. The new agreement provided an average wage increase of 7.4 per cent over one year, comprising a general increase of 23 cents per hour retroactive to September 1, 1977 plus an additional 3 per cent effective on April 1, 1978. In addition, shift premiums and mileage allowances were improved, and service requirements for 5 weeks' vacation were reduced.

Meanwhile, in a parallel contract dispute involving 6,000 members of OPSEU's community college Academic Division, a mediator was appointed following a fact-finder's report issued on November 30. The fact-finder recommended a 6 per cent general salary increase, and suggested that matters of work assignments and sick leave be resolved by two separate boards empowered to make binding rulings.

Ontario Public Service Settlements. During December, the Ontario Public Service Employees Union (OPSEU) concluded salary settlements for three of the eight bargaining units in the provincial civil service, covering a total of 13,150 employees whose previous agreements expired on September 30, 1977. The agreements were reached in mediation and in each case the salary increases negotiated averaged 7.1 per cent over a one-year term, the maximum permitted under the anti-inflation guidelines. As in previous rounds of bargaining, the union attempted without success to negotiate a penalty clause for delays in implementation of the new agreements. The employees in the Administrative Services category received a general increase of 5 per cent plus \$6.95 per week, those in Scientific and Professional Services a compounded increase of \$13.85 per week plus 2.9 per cent, and those in Technical Services \$12.40 per week plus 2.5 per cent.

Negotiations involving the 38,000 employees covered by the five remaining salary agreements, all of which expired on December 31, are presently in mediation. Negotiations are also underway for renewal of two service-wide OPSEU agreements, covering employee benefits and working conditions, respectively, whilst negotiations on a service-wide first agreement on job evaluation are in mediation.

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Employer and Location	Union	Page
AP Parts of Canada, Ltd., Rexdale	Auto Workers (CLC)	773
American Can of Canada Ltd., Marathon	United Paperworkers (AFL-CIO/CLC) (production and maintenance empls.)	791
Atomic Energy of Canada Ltd., Commercial Products Div., Ottawa	Ottawa Atomic Workers Union (CLC)	775
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	782
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	783
Cambridge Towel Mills Ltd., Cambridge	Clothing and Textile Workers (AFL- CIO/CLC)	796
Canada Cycle and Motor Co. Ltd., Weston	Auto Workers (CLC) (production and warehouse empl.s.)	776
Canadian Mine Enterprises Ltd., Elliot Lake and Sudbury	Steelworkers (AFL-CIO/CLC)	794
Canadian Standards Assn., Toronto	Cdn. Union of Public Employees (CLC)	787
Coca-Cola Ltd., Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production, sales and office empls.)	768
The Consumers' Gas Co., Toronto and other centres	Independent Gas Workers' Union	780
Crouse - Hinds Canada Ltd. and Taylor Die and Tool Mfg. Co. Ltd., London	Electrical Workers (IBEW) (AFL- CIO/CLC)	774
Dominion Chain Co., Div. of Welland Forge Ltd., Stratford	Machinists (AFL-CIO/CLC)	771
Essex International of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	793
F.W. Fearman Co. Ltd., Burlington	Foodworkers (AFL-CIO/CLC)	796
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL- CIO/CLC)	775
GWG (Eastern) Ltd., Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	769
Glengarry Transport Ltd., Alexandria	Natl. Council of Canadian Labour (Ind.)	778
Government of Canada (Treasury Board)	Air Traffic Controllers (Ind.)	788

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Government of Canada (Treasury Board)	Professional Institute (PIPS) (Ind.) (biological sciences group)	789
Hendrie and Co. Ltd., province-wide	Railway, Transport and General Workers (CLC)	779
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	798
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	772
Imperial Leaf Tobacco Co. of Canada Ltd., Aylmer	Cdn. Chemical Workers (Ind.) (seasonal empls.)	769
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	783
Middlesex County Corp. (Strathmere Lodge, Middlesex County Home for the Aged), London	Service Employees (AFL-CIO/CLC)	795
Montfort Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full- time and part-time nurses)	798
William Neilson Co. Ltd., Georgetown and Toronto	Foodworkers (AFL-CIO/CLC) (production empls.)	767
Niagara Falls City Corp.	Cdn. Union of Public Employees (CLC)	790
Noranda Mines Ltd. (Langmuir Property) and Pamour Porcupine Mines Ltd. (Aunor, Hallnor, Pamour, Schumacher and Ross Divs.), Pamour, Schumacher and other centres	Steelworkers (AFL-CIO/CLC) (production empls.)	777
The Ontario Council of Regents for Colleges of Applied Arts and Technology on behalf of 22 Community Colleges, province-wide	Ont. Public Service Employees' Union (OPSEU) (Ind.) (support staff empls.)	786
Ontario Educational Communications Authority, Toronto	Natl. Assn. of Broadcast Employees and Technicians (AFL-CIO/CLC)	779
Ontario Government	Ont. Public Service Employees' Union (OPSEU) (Ind.) (administra- tive services category)	789
Ontario Government	OPSEU (Ind.) (scientific and professional services category)	790
Ontario Government	OPSEU (Ind.) (technical services category)	790

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Employer and Location	Union	Page
Ontario Housing Corp. and all Housing Authorities, province-wide (except for Metro Toronto)	Cdn. Union of Public Employees (CLC) (office and maintenance empls.)	781
Outboard Marine Corp. of Canada Ltd., Peterborough	Steelworkers (AFL-CIO/CLC) (plant empls.)	771
Quaker Oats Co. of Canada Ltd., Peterborough	Foodworkers (AFL-CIO/CLC)	767
Simcoe County Board of Education	Cdn. Union of Public Employees (CLC) (maintenance, services and plant operations)	783
Somerville Belkin Industries Ltd., London	Cdn. Chemical Workers (Ind.)	770
Steinberg's Ltd. (Miracle Food Mart Div.), Rexdale	Teamsters (Ind.)	797
Stormont, Dundas and Glengarry County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	784
Sunbeam Shoes Ltd., Port Colborne	Foodworkers (AFL-CIO/CLC)	792
Sunnybrook Food Market (Keele) Ltd., province-wide	Natl. Council of Canadian Labour (Ind.) (part-time empls.)	780
Tele-Direct Ltd., Quebec and Ontario	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	800
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.) (maintenance services and plant operations)	785
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	785
York County Board of Education	Cdn. Union of Public Employees (CLC) (office, clerical and technical empls.)	786
York University, Downsview	Faculty Assn. (Ind.) (full-time faculty and professional librarians)	787

FOOD AND BEVERAGE

Quaker Oats Company of Canada Limited at Peterborough - Local P293, Foodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1977 to October 31, 1979, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Nov. 1/77</u>	<u>Nov. 1/78</u>
	General	24¢	48¢
	Increases		
	Additional		2¢ to 9¢ for selected
	Adjustments		classifications
	Package	\$5.90	\$6.41
	Utility	(\$5.66)	
	General	\$6.03	\$6.51
	Labour	(\$5.79)	
	Grade 7	\$7.18	\$7.66
	(Craftsman)	(\$6.94)	
Shift Premium:	Effective November 1, 1977, 0-20¢-20¢ (0-18¢-18¢).		
Overtime Pay:	Effective November 1, 1977, double time after 12 hours in a day as defined. (Previously, double time after 12 consecutive hours.)		
Paid Vacations:	Effective November 1, 1978, 3 weeks after 5 (7) years' service and 4 weeks after 12 (15) years.		
Health and Welfare:	<u>Dental Plan (new)</u> - Effective November 1, 1977, employer pays 50% of cost of basic plan. Effective January 1, 1978, a major and orthodontic plan is implemented.		
Apprentice Allowance (new):	Effective November 1, 1977, \$150 per week for registered apprentices at trade school.		
Safety Shoe Allowance:	Effective January 1, 1978, \$25 (\$15) per year.		

William Neilson Co. Limited at Georgetown and Toronto - Local P-529A, Foodworkers (AFL-CIO/CLC) (production employees): A 12-month renewal agreement effective from December 2, 1977 to December 1, 1978, covering 630 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 2/77</u>
	General Increase	6%
	Warehousing	\$4.12
	(Level 4)	(\$3.89)
	Electrician	\$7.16
		(\$6.75)

Dec. 2/77

Electronic Expert (new classification) \$8.01

Paid Vacation: 6 weeks (new) after 30 years.

Rest Period: Two 15 (10)-minute paid periods per shift.

Health and Welfare: OHIP - Employer pays full premium. (Previously, \$32 family and \$16 single.)

Extended Health Care Plan - Plan covers 90% (80%) of qualifying expenses, subject to a \$25/\$50 deductible.

Meal Allowance: \$2.15 (\$2.00).

Safety Shoe Allowance: \$25 (\$20) per year.

Separation Allowance (new): In the event of permanent lay-off due to plant closure, eligible employees receive ½ week's salary per year for the first 10 years of service and 1 week's salary per year for the 11th and ensuing years of service.

Tool Allowance: \$20 (\$15) per year for lubrication mechanics; \$70 (\$65) per year for all other skilled trades.

Coca-Cola Ltd. at Belleville, Hamilton, Kitchener, London, Niagara Falls, Ottawa, Peterborough, Sudbury, Toronto and Windsor - Canadian Brewery Workers (CLC) (production, sales and office employees): Fourteen 7-month renewal agreements effective from December 14, 1977 to July 27, 1978, with wages retroactive to July 28, 1977, covering 1,026 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages: Effective July 28/77

Increase* Plant Empls.: 0-51¢ per hour (ranging from temporary staff to journeymen); Sales Empls: \$17.60 - \$30.00 per week; Office Empls.: 7% - 8%

*Adjustments in addition to those shown here were made for plant and sales employees at Ottawa and Belleville to standardize their rates with those of other plants in Ontario.

General \$6.80
Help (\$6.36)

Journeyman \$7.92
Automotive (\$7.41)
Maintenance Man

Effective April 15, 1978, the rate for a temporary employee is 95¢ (50¢) per hour less than the Job Rate of the job to which he is assigned.

Rates for Engineering Department Machine Maintenance Men are determined on an individual basis within a range from \$7 to \$11.50 (\$6.50 to \$10.50) per hour.

*Note: Increase is subject to approval by the Anti-Inflation Board. 6% is implemented immediately.

Cost-of-Living Provision: Discontinued. The previous formula did not generate an allowance.

TOBACCO PRODUCTS

Imperial Leaf Tobacco Company of Canada Limited at Aylmer - Local 10, Canadian Chemical Workers (Ind.) (seasonal employees): A 12-month renewal agreement effective from November 1, 1977 to October 31, 1978, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/77</u>
	General Increase	25¢
	Labour Pool	\$4.30 (\$4.05)
	Operator - Cleaning and Classifying	\$4.76 (\$4.51)

Holiday Pay: Employee is required to work the day before or the day after a statutory holiday in order to qualify for holiday pay. (Previously, employee was required to work both the day before and after a statutory holiday.)

Bereavement Leave (new): 1 day's paid leave for death in immediate family.

CLOTHING

GWG (Eastern) Limited at Brantford - Local 551, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1977 to September 30, 1979, covering 423 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 3/77</u>	<u>Dec. 1/77</u>	<u>Oct. 2/78</u>
	Increases	.25¢ for incentive workers; 8% for time workers		.25¢ for incentive workers; 8% for time workers
	Additional Adjustment		Float classifications are eliminated	
	Bundle Handler	\$2.94-\$3.50 (\$2.72-\$3.24)		\$3.15-\$3.76

Oct. 3/77

Oct. 2/78

Cutter -	\$5.94-\$6.48	\$6.37-\$6.96
Fully	(\$5.50-\$6.00)	
Qualified		

Probationary period is 13 weeks. Maximum rates for Bundle Handler are reached after 3 months. Maximum rates for Cutter - Fully Qualified are reached after 1 year.

Paid Holidays: One floating day or Heritage Day, if proclaimed, is added for a total of 11 (10) days.

Paid Vacations: Effective in 1978, 3 weeks after 6 (7) years' service, 4 weeks after 12 (15) years and 5 weeks after 25 (30) years. Effective in 1979, 3 weeks after 5 years' service.

Bereavement Leave: 3 (1) days' paid leave for death of mother-in-law and father-in-law.

Leave of Absence: 2 weeks after 10 years, plus an additional 2 weeks every 5 years thereafter for leave of absence without pay, for reasons other than sickness (new).

Health and Welfare: Life Insurance - Employees with dependents, \$2,000 coverage. Employees without dependents, \$1,000 coverage. (Previously, head of household, \$2,000 coverage and others, \$1,000 coverage.)

OHIP - Employer pays full cost of benefits determined by dependent status. (Previously, employer paid full monthly premium of \$16 for employees without dependents and \$32 for those considered heads of household, with the latter paying \$1.75 per month against the \$32 premium.)

Pension Plan: Benefit is \$85 (\$70) per month after 20 years' service and attainment of age 65, plus full pension (new) after 30 years' service and disability.

The second-year wage increases and improvements to the benefit program become effective upon receipt of written confirmation from the Anti-Inflation Board.

PAPER AND ALLIED

Somerville Belkin Industries Limited (formerly, Somerville Industries Limited)
at London - Local 30, Canadian Chemical Workers* (Ind.): A
12-month first agreement effective from May 15, 1977 to May 14, 1978, covering 220 employees, settled at the bargaining stage.
Duration of negotiations - 6 months.

*In April 1977, the Canadian Chemical Workers Union replaced the International Chemical Workers Union as bargaining agent.

Wages:	Effective	<u>May 15/77</u>
	COLA Fold-in	48¢
	General Increase	40¢
	General Labour II	\$5.73-\$5.94 (\$4.85-\$5.06)

May 15/77

Electrician I	\$7.87-\$8.17 (\$6.99-\$7.29)
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Probationary period is 45 working days. Maximum rate for General Labour II is reached after one 60-working day increase and, for Electrician I, after one 120-working day increase.

Cost of Living Provision:	Inoperative.
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METAL FABRICATING

Dominion Chain Company, Division of Welland Forge Limited at Stratford - Local 1927, Machinists (AFL-CIO/CLC): An 11½-month renewal agreement effective from December 11, 1977 to November 30, 1978, with wages retroactive to December 1, 1977, covering 390 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 1/77</u>
	COLA Fold-in	97¢
	General Increase	28¢
	Cable Assembly-Light	\$5.59-\$5.82 (\$4.34-\$4.57)
	Cable Assembly-Heavy	\$5.95-\$6.18 (\$4.70-\$4.93)
	Electronic Technician	\$7.06-\$7.37 (\$5.81-\$6.12)

Probationary period is 60 worked days during six consecutive months. Maximum rates are reached after four 3-month increases.

Cost-of-Living Provision:	Suspended.
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Paid Vacations:	4 weeks after 12 (15) years..
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Bereavement Leave:	1 day's paid leave (new) for death of sister-in-law and brother-in-law.
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Health and Welfare:	<u>Weekly Indemnity Plan</u> - Effective January 1, 1978, benefit is 66 - 2/3% of weekly earnings, up to the UIC maximum of \$160 (\$147) per week. Payable as previously, on a 1 - 1 - 8 - 15 basis.
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MACHINERY

Outboard Marine Corporation of Canada Ltd. at Peterborough - Local 5009, Steelworkers (AFL-CIO/CLC) (plant employees): A 34-month renewal agreement effective from December 4, 1977 to September 30, 1980, covering 870 employees, settled at the mediation stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Oct. 1/77</u>	<u>Oct. 1/78</u>	<u>Sept. 30/79</u>
	Increases	20¢ on day rates; 16¢ on incentive base rates	17¢ on day rates; 14¢ on incentive base rates	25¢ on day rates; 20¢ on incentive base rates
	Additional Adjustments	14¢ on maximum rates of Assembly - 4th Class S/U & Operate and Inspec- tor - 4th Class P.W.		
	Labourer	\$5.02-\$5.30 (\$4.82-\$5.10)	\$5.19-\$5.47	\$5.44-\$5.72
	Electrician	\$6.34-\$6.81 (\$6.14-\$6.61)	\$6.51-\$6.98	\$6.76-\$7.23

Cost-of-Living Allowance: 96¢ COLA generated under the previous agreement continues as a float.

The formula, which provides for quarterly adjustments of 1¢ per hour for each .45 point change in the Consumer Price Index (1961 equals 100), will be suspended for 1 year. To be reintroduced effective September 30, 1978 using the June 1978 CPI as the base.

Health and Welfare: Life Insurance for Retirees - Premiums for the existing \$1,000 coverage will be paid by the employer. (Previously, shared equally with the retirees.)

Weekly Indemnity Plan - Continues to follow U.I.C. benefit level, currently at a maximum of \$160. Minimum guaranteed by employer increases to \$120 (\$90) per week.

Prescription Drugs - Coverage is subject to an annual \$10/\$20 deductible and retained under the revised Major Medical Plan. The employee pays \$1 per prescription. (Previously, 80%/20% co-insurance.)

Pension Plan: Subject to government approval, a completely revised plan will take effect January 1, 1978. The basic benefit will be \$7.50 per month per year of service with adjustments made to compensate for contributions and benefits obtained from the former plan.

Hussman Store Equipment Limited at Brantford - Local 397, Auto Workers (CLC): A 36-month renewal agreement effective from December 1, 1977 to November 30, 1980, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 1/77</u>	<u>Dec. 1/78</u>	<u>Dec. 1/79</u>
	General Increases	26¢	29¢	20¢
	Labourer	\$5.97-\$6.07 (\$5.71-\$5.81)	\$6.26-\$6.36	\$6.46-\$6.56
	Electrical Maintenance	\$7.20 (\$6.94)	\$7.49	\$7.69

Probationary period is 40 working days. Maximum rates for Labourer reached after 3 months.

Cost-of-Living Allowance: Effective December 17, 1977, cost-of-living float is 13¢ (3¢).

Provision remains dormant for the first contract year. Effective December 1, 1978, 1¢ per hour per 0.35 increase in the Consumer Price Index where 1971=100, above the base of 161.3. To be adjusted quarterly. (Unchanged.)

Shift Premium: Effective December 1, 1978, 0-27¢-27¢ (0-22¢-22¢).

Paid Holidays: Effective in the second contract year, Heritage Day, if proclaimed, or the third Monday in February is added plus the day after New Years, for a total of 14 (12) days.

Effective in the third year, one floating day at Christmas is added, for a total of 15 days.

Bereavement Leave: 1 day's paid leave for the funeral of any member of the immediate family which the employee does not attend. (Previously, only for employee's spouse, father, mother, son or daughter.)

Health and Welfare: Life Insurance and A.D. and D. - Effective December 1, 1979, \$12,000 (\$10,000) coverage.

Long-Term Disability Plan - Effective December 1, 1978, \$150 (\$100) per month.

Extended Health Care Plan - Effective December 1, 1978, hearing aid and vision care benefits added.

Dental Plan - Effective December 1, 1978, Blue Cross Rider #1 is added. Effective December 1, 1979, Blue Cross Rider #3 is added. (Blue Cross Plan #7 with Rider #2 based on the 1976 Ontario Dental Association fee schedule, previously.)

Pension Plan: Effective December 1, 1977, \$8.25 (\$7.25) per month per year of service. Effective December 1, 1978, \$9.25 and effective December 1 1979, \$10.25.

Safety Shoe Allowance: \$30 (\$25) per year.

TRANSPORTATION EQUIPMENT

AP Parts of Canada, Ltd. at Rexdale - Local 252, Auto Workers (CLC): A 24-month renewal agreement effective from May 3, 1977 to May 2, 1979, covering 375 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 months.

Wages: Settlement Pay - \$60.00 to all employees on the active payroll both on May 2, 1977 and May 3, 1978. Payable May 3, 1978.

Effective	<u>May 3/77</u>	<u>Dec. 11/77</u>	<u>May 3/78</u>
General Increases	44¢		47¢

	<u>May 3/77</u>	<u>Dec. 11/77</u>	<u>May 3/78</u>
Inequity Adjust- ment		3¢ per hour for Production Con- trol and Stock Control classifi- cations	
Utility Man	\$5.79 (\$5.35)		\$6.26
Electrical General Maintenance & Machine	\$6.85 (\$6.41)		\$7.32
Note: Previous rates shown above reflect a 10¢ rollback by the Anti-Inflation Board.			
Shift Premium:	Effective December 11, 1977, 0-16¢-20¢ (0-14¢-20¢).		
Health and Welfare:	<u>Life Insurance and A.D. and D.</u> - Effective January 1, 1978, \$10,000 (\$9,000). <u>Weekly Indemnity Plan</u> - Effective January 1, 1978, \$120 (\$110) per week. Effective May 3, 1978, \$130 per week.		
Safety Shoe Allowance:	Effective January 1, 1978, employer contributes \$10.00 (\$7.50) per year. Effective May 3, 1978, \$12.00 per year.		

ELECTRICAL PRODUCTS

Crouse - Hinds Canada Limited and Taylor Die and Tool Mfg. Co. Ltd. at London - Local 2341, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from November 27, 1977 to November 26, 1978, covering 256 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 27/77</u>
	General Increase	30¢
	Skilled Trades Adjustment	20¢
	Additional Adjustments	Die and Tool Developer classification is eliminated; Die and Tool Maker Grades 1 and 2 are elevated one level.
	Packer	\$4.38-\$4.62 (\$4.08-\$4.32)
	Die and Tool Maker Grade 1	\$6.97-\$7.27 (\$6.47-\$6.77)

Probationary period is 30 days worked (two consecutive months).
Maximum rates reached after two 4-month increases (four 3-
month increases).

Paid Vacation: 4 weeks after 14 (15) years.

Bereavement Leave: 1 day's paid leave for death of son-in-law and daughter-in-law (new).

Safety Shoe Allowance: Maximum of \$12 per year (new).

Federal Pioneer Limited at Toronto - Local 521, Electrical Workers (IUE)
(AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1977 to October 31, 1979, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Nov. 1/77	Nov. 1/78
	General Increases	5.5%	5%
	COLA Fold-in	20¢	
	Labour Grade 1 (includes Assembler Machine Operator)	\$4.84-\$5.03 (\$4.39-\$4.57)	\$5.08-\$5.28
	Labour Grade 17 (includes Plant Electrician I)	\$8.31-\$8.44 (\$7.68-\$7.84)	\$8.73-\$8.90

Probationary period is 55 days worked. Maximum rates reached after 9 months.

Cost of Living Allowance: If the Consumer Price Index increase exceeds 6% in the first year of the contract, 1¢ per hour per 0.5 increase in the Consumer Price Index (1971=100). To be adjusted quarterly. (Previously, 1¢ per hour per 0.7 increase in the CPI, 1961=100.)

Shift Premiums: 0-20¢-20¢ (0-18¢-18¢). Effective November 1, 1978, 0-22¢-22¢.

Paid Holidays: Effective November 1, 1977, one floating day is added for a total of 11 (10) days.

Health and Welfare: Life Insurance and A.D. & D. - \$8,000 (\$6,000).

Pension Plan: Employer contributes 9¢ (7¢) per hour.

Safety Shoe Allowance: Employer pays \$18.00 (\$12.50) towards the cost of one pair of safety shoes per year.

MISCELLANEOUS MANUFACTURING

Atomic Energy of Canada Limited, Commercial Products Division at Ottawa - Local 1541, Ottawa Atomic Workers Union (CLC): A 12-month renewal agreement effective from June 1, 1977 to May 31, 1978, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	June 1/77
	Increase	29¢-44¢
	Labourer	\$5.41 (\$5.12)
	Electrician A	\$7.71 (\$7.27)

Shift Premiums: 22¢ (20¢) per hour for evening and #3 shifts. 27¢ (25¢) per hour for #1 shift. For Equipment Production Plant, 25¢ (new) per hour for evening shift.

Sunday Premium: 80¢ (75¢) per hour.

Health and Welfare: OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays \$15.50 (\$11) per month for single coverage and \$30.75 (\$22) per month for family coverage.

Retirement Compensation: \$130 (\$100) per completed year of continuous service on retirement on immediate unreduced pension.

Canada Cycle and Motor Company Limited at Weston - Local 28, Auto Workers (CLC)
(production and warehouse employees): A 30-month renewal agreement effective from November 6, 1977 to May 5, 1980, covering 450 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages: There is no wage increase.

Conversion from an incentive system to a measured daywork system is in progress.

Labourer \$5.77-\$5.86

Tool & Die Maker \$7.09

Probationary period is 45 worked days. Maximum rate for Labourer is reached after one 3-month increase.

Cost-of-Living Allowance: 66-cent COLA float at term of previous agreement continues. Current COLA float is 78 cents.

1¢ per hour for each 0.3 of a point change in the Consumer Price Index, where 1971 equals 100. To be adjusted quarterly. Uncapped. (Same formula.)

Pension Plan: Basic Benefit - Effective in November 1978, \$9.25 (\$8.00) per month per year of future service.

Bridge Benefit (new) - Effective in November 1978, \$9.25 times years of service. Doubly capped at amount of employee's basic benefit and \$277 per month. Payable to age 65. Employee must have 30 years of service and be 60 years old to qualify for benefit.

Retiree Benefit - Effective in January 1978, the pension benefit of all retirees increases by \$10 per month.

MINES

Noranda Mines Ltd. (Langmuir Property) and Pamour Porcupine Mines Ltd. (Aunor, Hallnor, Pamour, Schumacher, and Ross Divisions) at Pamour, Schumacher and other centres - Various Locals, Steelworkers (AFL-CIO/CLC) (production employees): A 24-month renewal agreement effective from December 1, 1977 to November 30, 1979, covering 875 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Schumacher and Ross Divisions are included in this area agreement for the first time. Previously, they held separate contracts.

Wages:	Effective	<u>Dec. 1/77</u>	<u>Dec. 1/78</u>
	General Increases	23¢	25¢
	<u>Aunor, Hallnor, Pamour, Schumacher and Ross</u>		
	Labourer	\$5.13 (\$4.90)	\$5.38
	Electrician 1st Class*	\$5.99 (\$5.73-Schumacher) (\$5.65-Pamour)	\$6.24
	Electric Specialist (Schumacher only)	\$6.25 (\$6.02)	\$6.50
	<u>Langmuir</u>		
	Labourer	\$5.28 (\$5.05)	\$5.53
	Machinist 1	\$6.05 (\$5.82)	\$6.30

*In an effort to standardize wage rates between Schumacher and Pamour, a limited number of positions had their rates red-circled, frozen, or adjusted. Electrician 1st Class at Pamour was up-graded one job code before applying the general increase. The traditional 3% favourable wage differential at Langmuir was essentially maintained.

Cost of Living Allowance: Based on calculations to be made in June 1979, 1¢ per hour will be paid for each .4 points that the Consumer Price Index (1971=100) for May 1979 exceeds the CPI for November 1978. Triggered at 3%. Maximum allowance is set at 12¢ and applies only to straight time hours worked. (The previous formula, which required an 8% trigger point, did not generate an allowance.)

Sunday Premium: Effective December 1, 1978, 30¢ (20¢) per hour plus any applicable shift differential.

Overtime Pay: Time spent on jury duty leave is included in calculating overtime (new).

Paid Vacation: Effective in the first year, 3 weeks after 8 (10) years and 4 weeks after 18 (20) years. Effective in the second year, 5 weeks after 28 (30) years.

Bereavement Leave: 3 days' paid leave for death of a spouse, child or parent. 2 days' paid leave for death of a mother-in-law, father-in-law, daughter-in-law, son-in-law, brother or sister. (Previously, plan was based on location of funeral and did not include daughter-in-law and son-in-law.)

Health and Welfare: Life Insurance and A. D. & D. - Effective December 1, 1977, \$6,000 (\$5,000). Effective December 1, 1978, \$7,000.

Weekly Indemnity Plan - Effective December 1, 1977, \$120 (\$110) per week on a 1-1-4-52 basis and integrated with the U.I.C.. (Previously, Schumacher was integrated and on a 1-4-52 basis. The other divisions were on a 1-4-26 basis and not integrated.) Effective December 1, 1978, \$125 per week.

Major Medical Plan - Effective December 1, 1977, the employer pays 80% (75%) of premium. Effective December 1, 1978, 90%.

TRANSPORTATION

Glengarry Transport Limited at Alexandria - Local 186, National Council of Canadian

Labour (Ind.): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/78</u>	<u>Jan. 1/79</u>
	Increases	37¢ for maintenance employees; 32¢ for drivers	33¢ for maintenance employees; 32¢ for drivers
	Cola Fold-in	70¢	
	Tire Man	\$7.07 (\$6.00)	\$7.40
	Skilled Mechanic	\$8.93 (\$7.86)	\$9.26

Cost-of-Living Allowance: 8¢ (1¢) per hour and .002¢ (.0025¢) per mile for each 1% (.5%) increase in the Consumer Price Index as of September 1978, where 1971 (previously 1961) equals 100, above the base Index month of September 1977. Trigger is 6% in the first contract year and 5% in the second contract year. Payable as lump sums during the first pay periods of November 1978 and November 1979.

Health and Welfare: Long Term Disability - Benefits payable to age 65 (previously, 117 weeks).

Weekly Indemnity - Benefits increase to \$160 (\$123) per week.

Pension Plan: Employer Contributions - Comparable to the new Teamster rates.

Clothing Allowance: Employer contributes 50% of the cost to a maximum of \$100 (\$75) per year, where required.

Safety Shoe Allowance: Employer pays \$35 per pair for the purchase of two pair of safety shoes per year. (Previously, \$25 per year.)

Training Allowance: Employer pays a maximum of \$200 (\$100) towards the cost of recognized courses.

Hendrie and Company Limited, province-wide - Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from January 1, 1978 to December 31, 1979, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/78	July 2/78	Mar. 4/79
	General Increases	30¢	20¢	40¢
	Additional Adjustment	10¢ for Mechanics		
	Truck Driver	\$7.55 (\$7.25)	\$7.75	\$8.15
	Mechanic	\$8.55 (\$8.15)	\$8.75	\$9.15

Cost of Living Allowance (new): Effective January 1, 1979, 8¢ per hour for each 1% increase in the Consumer Price Index, where 1971 equals 100, above the base Index month of December 1978. Trigger is 5%.

Health and Welfare: Weekly Indemnity - Effective January 1, 1978, benefit is 66 2/3% of base pay, up to a maximum of \$160 (\$147) per week or the UIC maximum, whichever is greater.

COMMUNICATION

Ontario Educational Communications Authority at Toronto - National Association of Broadcast Employees and Technicians (AFL-CIO/CLC): A 12-month renewal agreement effective from December 1, 1977 to November 30, 1978, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Dec. 1/77
	General Increase	7.1%*
	Group A (includes Clerk-Typist)	\$7,775-\$10,238 (\$7,260-\$ 9,559)
	Group O (includes Technical Director)	\$15,421-\$21,123 (\$14,399-\$19,723)

Probationary period is 3 months. Maximum rate for Clerk-Typist is reached after four 6-month and one 12-month increases. Maximum rate for Technical Director is reached after two 6-month and five 12-month increases.

*Note: Increase is subject to approval by the Anti-Inflation Board.

Paid Holidays: 2 floating days with regular pay are added in lieu of Remembrance Day and Easter Monday, which were deleted as recognized paid holidays. (Previously, employees had the option to choose 2 floating days or Remembrance Day and Easter Monday.)

Pension Plan: Entry - Effective January 1, 1978, employees under thirty have the option of participating or not participating (new).

Vesting (new) - Effective January 1, 1978, full vesting rights after 5 years' participation in the Plan.

Employee Contribution Refund - Effective January 1, 1978, interest to be paid on the refund of an employee's contributions upon termination of employment will be maintained at the same level paid by chartered banks on non-chequing savings accounts (new).

Additional Modifications - The practice of deducting the 6% employee pension contribution from monies earned through overtime and penalty provisions will cease. Necessary arrangements will be made to reduce future pension contributions in order to reimburse those employees who have paid 6% on past overtime cheques since January 3, 1971.

ELECTRIC POWER, GAS AND WATER UTILITIES

The Consumers' Gas Company, Toronto and other centres - Independent Gas Workers' Union (previously, Local 161, International Chemical Workers' Union): A 12-month first agreement effective from September 8, 1977 to September 7, 1978, covering 660 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages: In lieu of retroactivity, eligible employees receive a lump sum settlement payment of \$240.

Effective	Dec. 5/77
General Increase	52¢
Labourer	\$6.07 (\$5.55)
Pipeline Welder	\$8.04 (\$7.52)

Shift Premium: 0-20¢-25¢ (0-18¢-22¢).

Tool Allowance (new): \$50 per year for auto mechanics who are required to supply their own tools. (Previously, auto mechanics were reimbursed on an individual basis for damaged or broken tools.)

RETAIL TRADE

Sunnybrook Food Market (Keele) Limited, province-wide - Local 206, National Council of Canadian Labour (Ind.) (part-time employees): A 24-month renewal agreement effective from December 2, 1977 to December 1, 1979, covering 275 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Dec. 2/77	June 1/78
	Increases	5¢-15¢	15¢

	<u>Dec. 2/77</u>	<u>June 1/78</u>
Basic Wage (Students under 18)	\$2.15 (\$2.10)	\$2.30
Basic Wage (Other Employees)	\$2.65 (\$2.50)	\$2.80
	<u>Dec. 1/78</u>	<u>June 1/79</u>
Increases	15¢	15¢
Basic Wage (Students under 18)	\$2.45	\$2.60
Basic Wage (Other Employees)	\$2.95	\$3.10

Note: Effective November 25, 1977 and retroactive to September 26, 1977 for each hour worked, current employee who have not received an increase in the last 6 months receive an increase of 10¢ per hour.

- Minimum Wage: If the Ontario minimum wage increases during the term of this agreement, all employees with one or more years of service (previously all seniority employees, that is, employees with 12 calendar weeks of service) receive an increase equal to the increase in the minimum wage.
- Paid Holidays: If proclaimed, Heritage Day is added for a total of 10 (9) days.
- Cashier Up to \$25 on 2 occasions per calendar year.
- Shortage: (Previously, \$50 once per calendar year.)

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and all Housing Authorities, province-wide (except for Metro Toronto) - Local 767, Canadian Union of Public Employees (CLC) (office and maintenance employees): A 12-month renewal agreement effective from January 1, 1977 to December 31, 1977, covering 800 employees, settled by arbitration. Duration of negotiations - 15 months.

- Holdback: Compensatory increases provided by this award and reported below will be withheld pending approval by the Anti-Inflation Board.

Wages:	Effective	<u>Jan. 1/77</u>
General Increase		9%
Labourer		\$6.05 (\$5.55)
Painter		\$6.76 (\$6.20)

Shift Premium:	25¢ (22¢) per hour for all time worked on an off-shift provided that the majority of hours worked, exclusive of overtime, falls between 6 p.m. and 8 a.m. the following day.
Weekend Premium:	65¢ (25¢) per hour for regular shift work on Saturday or Sunday. (Previously, just Sunday.)
On-site Premium:	30¢ (24¢) per hour for a building custodian required to live on-site during the period from completion of his regular shift to 1 a.m..
Lead Hand Premium:	45¢ (35¢) per hour over their own rate or over the rate of the highest classification supervised, if greater.
Paid Vacation:	3 weeks after 1 (3) year, 4 weeks after 10 (15) years and 5 weeks (new) after 20 years.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 90% (75%) of the premium for coverage equal to double the employee's annual salary. (Coverage formula is unchanged, but actual coverage will increase because of higher wage rates.)
	<u>Extended Health Care Plan</u> - Employer pays 100% (90%) of premium.

EDUCATION AND RELATED SERVICES

Brant County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 580 employees, settled at the mediation stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/77</u>
	<u>Annual Rates</u>	
	Teacher, Category D 0-6 years	\$9,319-\$11,860 (\$8,800-\$11,200)
	Teacher, Category A1 0-10 years	\$12,072-\$20,226 (\$11,400-\$19,100)
	Teacher, Category A4 0-11 years	\$14,560-\$25,627 (\$13,750-\$24,200)
	<u>Principal</u> 0-3 years	
	Less than 11 teachers	\$25,950-\$27,300 (\$24,500-\$25,850)
	11 to 15 teachers	\$26,300-\$27,800 (\$24,800-\$26,300)
	16 or more teachers	\$26,800-\$28,300 (\$25,300-\$26,800)
Administrative Allowance:	Vice Principal 0-2 years	\$1,800-\$2,200 (\$1,725-\$2,125)

Responsibility	Supervisor - \$1,800 (\$1,725)
Allowances:	Programme Supervisor - \$2,150 (\$2,070)
	County Supervisor - \$2,750 (\$2,645)
	County Co-ordinator - \$3,100 (\$2,990)
Special Subject	Elementary Certificate in Special Education - \$525 (\$500)
Allowances:	Intermediate Certificate in Special Education - \$630 (\$600)
	Specialist's Certificate in Special Education - \$740 (\$700)

Brant County Board of Education - Ontario Secondary School Teachers' Federation
(OTF): A 12-month renewal agreement effective from September 1 1977 to August 31, 1978, covering 403 employees, settled at the mediation stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Increase	5.1%-6.4%
	<u>Annual Rates</u>	
	Teacher Category 1	\$12,005-\$20,470
	0 - 10 years	(\$11,390-\$19,250)
	Teacher Category 4	\$14,268-\$25,950
	0 - 11 years	(\$13,530-\$24,400)
Responsibility	Directors and/or Heads of Departments - Basic allowance is \$2,30	
Allowances:	(\$2,200) per year.	
	Assistant Heads - \$1,150 (\$1,100) per year.	
	Minor Heads - \$1,465 (\$1,400) per year.	

Leeds and Grenville County Board of Education - District #37, Ontario Secondary
School Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 35 employees, settled at the mediation stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	5.5%
	Teacher-Category I	\$12,355-\$21,446
	0-11 years	(\$11,715-\$20,332)
	Teacher-Category IV	\$15,243-\$27,151
	0-14 years	(\$14,452-\$25,739)
Health and Welfare:	<u>OHIP, Semi-Private Hospitalization Plan, Major Medical Plan and Dental Plan - Employer pays 80% (75%) of cost of premiums.</u>	

Simcoe County Board of Education - Local 1310, Canadian Union of Public Employees
(CLC) (maintenance, services and plant operations): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 334 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.4%
	Cleaner	\$3.58-\$4.12 (\$3.40-\$3.91)
	Custodian	\$4.88-\$5.42 (\$4.63-\$5.15)
	Electrician	\$6.17-\$6.72 (\$5.86-\$6.38)

Probationary period is 3 months. Maximum rates for Cleaner and Custodian are reached after one 3-month, one 9-month and one 12-month increase. Maximum rate for Electrician is reached after one 3-month and one 9-month increase.

Premium Pay: 25¢ (15¢) per hour for a Custodian serving as a qualified stationary engineer with certificate.

Paid Vacation: 3 weeks after 4 (5) years' service and 4 weeks after 12 (14) years.

Bereavement Leave: Grandchild, mother-in-law and father-in-law are included in 3 (1) days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$7,000 (\$5,000) coverage.

Mileage Allowance: To be based on Board policy. Currently, 23¢ per mile for miles up to 5,000, 20¢ per mile for miles between 5,001 and 15,000 and 15¢ per mile for miles over 15,000 in a school year. An additional 2¢ per mile is paid to employees using their own car for heavy hauling. (Previously, 19¢ per mile, plus 2¢ per mile for heavy hauling.)

Stormont, Dundas and Glengarry County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 376 employees, settled at the post fact-finder bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/77</u>
	General Increase	8%
	Teacher D 0-5 years	\$9,050-\$12,500 (\$8,380-\$11,580)
	Teacher A4 0-11 years	\$14,465-\$26,395 (\$13,410-\$24,440)

Responsibility Allowances: Co-ordinator - \$1,600 to \$2,800 (\$1,500 to \$2,700).

Principal - \$1,900 (\$1,600), plus \$330 (\$325) per teacher per annum. Calculated to the nearest tenth, to a maximum of 16 teachers.

Waterloo County Board of Education - Custodial and Maintenance Association (Ind.)
(maintenance services and plant operations): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/77</u>
	Average Increase	6.4%
	Custodian II	\$8,042-\$9,432 (\$7,508-\$8,898)
	Custodian I	\$10,527-\$12,577 (\$ 9,815-\$11,865)
	Certified	\$12,837-\$14,708
	Tradesman	(\$12,125-\$13,875)

Probationary period is 4 months. Maximum rates are reached on merit.

Paid Vacation: 6 weeks (new) in 25th year of service, only.

Bereavement Leave: Grandchildren are included in immediate family for up to 3 days' paid leave (new).

Retirement Gratuity: Calculations for gratuity are based on the formula:

$$\frac{1}{260} \text{ of the starting salary for Custodian I} \times \frac{\text{Retirement Sick Leave Days}}{2}$$

Maximum payment is $\frac{1}{2}$ employee's salary in his last year of employment or $\frac{1}{2}$ the maximum rate of a Custodian I, whichever is lesser. Minimum gratuity for employees with 20 or more years of full-time service is 10% of annual salary. (Previously, \$35 per day of unused sick leave, to a maximum of \$4,550.)

Health and Welfare: Dental Plan (new) - Effective January 1, 1978, Board pays 66-2/3% of cost of premiums for basic dental plan.

Waterloo County Board of Education - Non-Academic Staff Association (Ind.): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 204 employees, settled at the bargaining stage. Duration of negotiations - $1\frac{1}{2}$ months.

Wages:	Effective	<u>Jan. 1/78</u>
	General Increase	5.7%*
	Level 1 (includes Junior Clerk)	\$5,614-\$8,146 (\$5,307-\$7,707)
	Level 11 (includes Safety Officer)	\$12,922-\$18,676 (\$12,221-\$17,669)

Probationary period is 6 months. Maximum rates are reached on merit after no more than six 6-month increases.

*Note: Increase is subject to approval by the Anti-Inflation Board.

Health and Welfare: Dental Plan (new) - Employer pays 66 2/3 % of cost of premiums for basic dental plan.

York County Board of Education - Local 1734, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from June 1, 1977 to May 31, 1978, covering 300 employees, settled with mediation assistance. Duration of negotiations - 7½ months.

Wages:	Effective	<u>June 1/77</u>
	General Increase	6.2%
	Clerical Level 1	\$6,663-\$8,229 (\$6,274-\$7,749)
	Buyer	\$10,552-\$15,140 (\$ 9,936-\$14,256)

Probationary period is 90 working days. Annual increments are \$350 for Clerical Level 1 and \$700 for Buyer.

The Ontario Council of Regents for Ontario Colleges of Applied Arts and Technology on behalf of 22 Community Colleges, province-wide - Ontario Public Service Employees Union (Ind.) (support staff employees): A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 3,500 employees, settled at the fact finder stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/77</u>	<u>Apr. 1/78</u>
	General Increases	23¢	3%
	Clerk General 1	\$3.68-\$4.15 (\$3.45-\$3.92)	\$3.79-\$4.27
	Technologist 3	\$8.17-\$9.38 (\$7.94-\$9.15)	\$8.42-\$9.66
	Development Officer (new to bargaining unit)	\$8.66-\$9.98	\$8.92-\$10.28

Shift Premium: Effective date of ratification, 20¢ (18¢) per hour for all hours worked between 5 p.m. and 6 a.m.. Where more than 50% of the hours worked on any regular shift fall within this period, the premium will apply to all hours worked (unchanged).

Paid Vacation: 5 weeks after 22 (25) years.

Mileage Allowance:	Northern Ontario	0 to 5,000 miles - 21¢ (20¢) per mile 5,001 to 15,000 miles - 17¢ (15¢) 15,001 or more miles - 15¢ (13¢)
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Southern Ontario	0 to 5,000 miles - 20¢ (19¢) per mile
	5,001 to 15,000 miles - 16¢ (14¢)
	15,001 or more miles - 14¢ (12¢)

York University at Downsview - York University Faculty Association (Ind.) (full-time faculty and professional librarians): A 10-month renewal agreement on compensation as the result of a reopener provision. Effective from July 1, 1977 to April 30, 1978, covering 1,040 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 1/77</u>
	Increase	6.5%, to a maximum of \$2,200 per year

Annual Floor Salaries

Lecturer	\$13,260 (\$12,450)
Assistant Professor	\$16,680 (\$15,660)
Associate Professor	\$20,510 (\$19,260)
Professor	\$27,200 (\$25,540)
General Librarian	\$12,250 (\$11,500)
Senior Librarian	\$23,120 (\$21,710)

Career Progress Fund:	A funding reserve equal to 1.6% (2%) of total annual salary payments will be established for use in career progress increments.
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Merit Fund:	A funding reserve equal to 1% (unchanged) of total annual salary payments will be established for use in merit increments.
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Anomaly Adjustment Fund:	A funding reserve equal to .3% (1%) of total annual salary payments will be established for use in anomaly adjustments.
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Minimum Overload Rate (Course Directors):	\$3,350 (\$3,100) per full-year course.
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SERVICES TO BUSINESS MANAGEMENT

Canadian Standards Association at Toronto - Local 967, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from June 20, 1977 to June 18, 1978, covering 298 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	June 20/77
	General Increase	6%, to the nearest 50¢*
	Additional Adjustments	Restructuring of Machinist-Fitter and Maintenance Electrician Classifications
	Clerk Grade I	\$143.00-\$154.00 (\$135.00-\$145.50)
	Maintenance Electrician	\$279.00-\$297.00 (\$263.00-\$280.00)
	Engineering Technologist Grade II	\$336.00-\$381.50 (\$317.00-\$360.00)

Maximum rates for Clerk Grade I and Maintenance Electrician are reached upon completion of 6-month probationary period. Maximum rates for Engineering Technologist Grade II are reached after 3 annual increases.

* Note: Increase is subject to approval by the Anti-Inflation Board.

Overtime Pay: \$14.00 (\$13.25) per week in lieu of overtime pay for employees required to travel on employer's business 100 days or more per year. Plus \$14.56 (\$13.78) per day in excess of 100 days, up to a maximum of 80 (50) days.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Air Traffic Controllers (Ind.): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 2,200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 9/78
	Average Increase	6%
	<u>Annual Rates</u>	
	AI-1	\$14,600-\$23,600
	AI-3	\$20,000-\$29,800
	AI-4	\$23,000-\$32,000
	AI-7	\$26,000-\$35,000

Due to a major restructuring of the classification system comparable previous rates have not been shown. There are now 11 (7) steps within each of the 7 (8) levels.

Hours of Work: Non-operating Controllers - Consistent with operating requirements, non-operating Controllers may now work a compressed work-week varying normal daily and weekly hours within a 4-week period, with daily hours not to exceed 8 hours and 20 minutes. (Previously, 37-1/2 hours per week with no modification.)

Operating Controllers - 5 days on, 4 (2) days off, 5 days on, 3 (2) days off, with daily hours being expanded to maintain the 34-hour workweek.

Bereavement Leave: Grandchild is added for a maximum of 1 day's paid leave.

Meal Allowance: \$3 (\$2).

Government of Canada (Treasury Board) - Professional Institute (Ind.) (biological sciences group): A 7-month renewal agreement effective from December 12, 1977 to July 9, 1978, with wages retroactive to July 4, 1977, covering 780 employees, settled by arbitration. Duration of negotiations - 8 months.

Wages: Effective July 4/77
Increase 7.5%, to a maximum of \$2,400 per year

Annual Rates

BI-1	\$17,511-\$19,548 (\$16,289-\$18,184)
BI-3	\$22,817-\$27,653 (\$21,225-\$25,724)
BI-5	\$31,137-\$34,631 (\$28,965-\$32,231)

Paid Vacation: Effective July 4, 1977, 4 weeks after 13 (14) years' service.

Diving Allowance (new): \$4 per hour with a 2-hour minimum.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (Ind.) (administrative services category): A 12-month renewal agreement effective from October 1, 1977 to September 30, 1978, covering 4,735 employees, settled at the mediation stage. Duration of negotiations - 6 months.

Wages: Effective Oct. 1/77
General Increase 5%, plus \$6.95 per week.
(Average increase - 7.1%).

Weekly Rates

Oct. 1/77

Tax Auditor 1	\$267.93-\$317.78 (\$248.55-\$296.03)
Technical Consultant 2	\$531.65-\$658.38 (\$499.71-\$620.41)

Ontario Government - Ontario Public Service Employees Union (Ind.) (scientific and professional services category): A 12-month renewal agreement effective from October 1, 1977 to September 30, 1978, covering 3,635 employees, settled at the mediation stage. Duration of negotiations - 6 months.

Wages:

Effective

Oct. 1/77

General Increase	\$13.85 per week, plus 2.9% compounded. (Average increase - 7.1%).
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Weekly Rates

Nurse 1, General	\$252.87-\$306.76 (\$231.89-\$284.26)
Education Officer 3	\$553.67-\$691.93 (\$524.22-\$658.58)

Ontario Government - Ontario Public Service Employees Union (Ind.) (technical services category): A 12-month renewal agreement effective from October 1, 1977 to September 30, 1978, covering 4,780 employees, settled at the mediation stage. Duration of negotiations - 6 months.

Wages:

Effective

Oct. 1/77

General Increase	\$12.40 per week, plus 2.5% compounded. (Average increase - 7.1%).
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Weekly Rates

Highway Construction Inspector 1	\$248.67-\$284.94 (\$230.20-\$265.59)
Vocational Training Supervisor 1	\$457.11-\$567.91 (\$433.56-\$541.66)

LOCAL ADMINISTRATION

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1978 to December 31, 1978, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Jan. 1/78</u>
	Increase	5.06%, with a minimum gross annual increase of \$600

Hourly-Rated Classifications

Level 1 (includes Labourer - Permanent)	\$5.91-\$6.24 (\$5.63-\$5.94)
Level 13 (includes Carpenter)	\$7.18-\$7.60 (\$6.83-\$7.23)

Salary Classifications

Level 1 (includes General Clerk, Grade 1)	\$9,583-\$10,081 (\$9,121-\$ 9,595)
Level 19 (Senior Plumbing Inspector)	\$17,749-\$18,772 (\$16,894-\$17,868)

Probationary period is 3 months. Maximum rates for Labourer - Permanent and General Clerk, Grade 1 are reached upon completion of probationary period. Maximum rate for Carpenter is reached after one 6-month increase and, for Senior Plumbing Inspector, after one 6 (9)-month increase.

Paid Vacation: 6 weeks (new) after 35 years' service.

Health and Welfare: A.D. & D. (new) - Employer pays 100% of cost of premiums for plan with benefits equalling 1½ times basic annual earnings, to the next highest \$500. Minimum of \$12,000 coverage.

Dental Plan - Effective May 1, 1978, employer pays 100% of cost of premiums of Blue Cross #9 Dental Plan, or its equivalent (previously, Delta Preventative Care Plan).

May 1977 Settlement

PAPER AND ALLIED

American Can of Canada Limited at Marathon - Local 548, United Paperworkers (AFL-CIO/CLC) (production and maintenance employees): A 16-month renewal agreement effective from May 1, 1977 to September 1, 1978, covering 480 employees, settled at the bargaining stage and ratified in May, 1977. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>	<u>Jan. 1/78</u>
	COLA	\$1.08	
	Fold-in		
	General Increase		3%

	<u>May 1/77</u>	<u>Jan. 1/78</u>
Labourer	\$7.55 (\$6.47)	\$7.78
Electrician "A"	\$9.51 (\$8.43)	\$9.80
Cost-of-Living Provision:	Discontinued.	
Paid Holidays:	An employee may take pay in lieu of time off for floating holidays, to a maximum of 3 days (new).	
Paid Vacation:	An employee may take pay in lieu of any vacation entitlement in excess of 3 weeks (new).	
Health and Welfare:	<p><u>Life Insurance and A. D. & D.</u> - Effective June 1, 1977, basic coverage is \$15,000 (\$10,000) and optional supplementary coverage is \$15,000 (\$10,000).</p> <p><u>OHIP</u> - Effective May 1, 1977, employer pays \$16 per month for single employees and \$32 per month for married employees. (Previously, \$11.40 per month for single employees, \$22.80 per month for married employees and \$25.75 per month for married employees with dependents.)</p> <p><u>Dental Plan</u> - Effective May 1, 1978, payments are based on the 1975 (1974) Ontario Dental Association fee schedule.</p>	
Pension Plan:	<u>Retirement Age</u> - 65 (previously, 65 for male employees and 60 for female employees).	
Tool Allowance (new):	Chemical Plant Journeyman Mechanics receive \$100 for each year of service in the Chemical Plant, up to a maximum of \$500, for tool replacement following their transfer out of the Chemical Plant.	

June 1977 Settlement

LEATHER

Sunbeam Shoes Limited at Port Colborne - Local 520L, Foodworkers (AFL-CIO/CLC):
 A 24-month renewal agreement effective from May 6, 1977 to May 5, 1979, covering 200 employees, settled at the bargaining stage and ratified in June, 1977. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 6/77</u>	<u>May 6/78</u>
Increases	Pieceworkers:	25¢ per hour on A, B and C jobs, 30¢ per hour on G, H and I jobs. Hourly Employees: 25¢ per hour on job rates.	Pieceworkers: 20¢ per hour on A, B and C jobs, 25¢ per hour on G, H and I jobs. Hourly Employees: 20¢ per hour on job rates.

May 6/77

May 6/78

Additional Adjustments	15¢ per hour for Utility Man, General Repair Man, Marker Maker and Receiver; 20¢ per hour for Electrician.	5¢ per hour for Utility Man, General Repair Man, Marker Maker and Receiver; 15¢ per hour for Electrician.
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Group 1 (includes Folder)	\$2.70-\$3.55 (\$2.65-\$3.30)	\$2.75-\$3.75
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Group 7 (Electrician)	\$4.03-\$6.30 (\$3.98-\$5.85)	\$4.08-\$6.65
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Probationary period is 65 working days. Maximum rates are reached after one 1-month, one 2-month and three 3-month increases.

Paid Holidays: Effective in 1977, $\frac{1}{2}$ day on Christmas Eve is added for a total of $10\frac{1}{2}$ days. Effective in 1978, $\frac{1}{2}$ day on New Year's Eve is added for a total of 11 days.

Paid Vacations: Effective in 1977, 2 weeks and 4% vacation pay with less than 5 years' service, 3 weeks and 6% vacation pay after 5 years, $3\frac{1}{2}$ weeks and 7% vacation pay after 12 years, 4 weeks and 8% vacation pay after 20 years and $4\frac{1}{2}$ weeks and 9% vacation pay after 25 years. Effective in 1978, 5 weeks and 10% vacation pay after 30 years. Half-weeks of vacation entitlement will be taken as pay, not time. (Previously, 2 weeks and 4% vacation pay with less than 5 years' service, $2\frac{1}{2}$ weeks and 5% vacation pay after 5 years, 3 weeks and 6% vacation pay after 10 years, $3\frac{1}{2}$ weeks and 7% vacation pay after 18 years and 4 weeks and 8% vacation pay after 25 years. Half-weeks of vacation entitlement will be taken as pay, not time.)

**Health and
Welfare:**

Life Insurance and A.D. & D. - Benefits are as follows:

<u>Years of Service</u>	<u>Amount of Benefit</u>	
	<u>1977</u>	<u>1978</u>
Less than 5	\$4,000 (\$3,000)	\$5,000
5 to 10	\$5,000 (\$4,000)	\$6,000
Over 10	\$6,000 (\$5,000)	\$7,000

Weekly Indemnity Plan - Effective in 1977, maximum benefit is \$147 (\$135) per week with the employer paying 75% (50%) of cost of premiums. Effective in 1978, maximum benefit is \$160 per week with the employer paying 100% of the cost of premiums.

Major Medical Plan - Employer pays 75% (50%) of cost of premiums.

September 1977 Settlement

TRANSPORTATION EQUIPMENT

Essex International of Canada Limited at St. Thomas - Local 2245, Machinists (AFL-

CIO/CLC): A 36-month renewal agreement effective from February 6, 1978 to February 6, 1981, covering 275 employees settled at the bargaining stage and ratified in September, 1977. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 6/78</u>	<u>Feb. 6/79</u>	<u>Feb. 6/80</u>
General Increases		17¢	20¢	15¢
Skilled Trades Adjustments		10¢	10¢	10¢
General Labour		\$3.96 ((\$3.79))	\$4.16	\$4.31
Electrician "A"		\$5.71 ((\$5.44))	\$6.01	\$6.26

Previous rates reflect an interim adjustment of 13¢ per hour effective October 3, 1977.

Paid Holidays: Heritage Day, if proclaimed, is added for a total of 10 (9) days.

Bereavement Leave: One day's paid leave upon death of mother and father off the North American continent.

Health and Welfare: Drug Plan (new): 80/20 co-insurance for 14 months after drug costs to employee exceed \$20.

October 1977 Settlements

MINES

Canadian Mine Enterprises Ltd. at Elliot Lake and Sudbury - Local 8524, Steelworkers (AFL-CIO/CLC): A wage reopener effective from May 16, 1977 to October 1, 1978, covering 413 employees, settled at the bargaining stage and ratified in October, 1977. Duration of negotiations - 2 days. Prior to this wage reopener the agreement was scheduled to expire May 15, 1978.

Wages:	Effective	<u>May 16/77</u>	<u>Jan. 1/78</u>
General Increases		51¢	20¢
Labour, Surface		\$6.21 ((\$5.70))	\$6.41
Tradesman 1st Class		\$8.31 ((\$7.80))	\$8.51

This settlement has been approved by the Anti-Inflation Board.

HEALTH AND WELFARE SERVICES

Middlesex County Corporation (Strathmere Lodge, Middlesex County Home for the Aged)
at London - Local 220, Service Employees (AFL-CIO/CLC): A 27-month renewal agreement effective from January 1, 1976 to March 31, 1978, covering 200 employees, settled at the arbitration stage in October, 1977. Duration of negotiations - 12 months.

AIB Rollback/
Previous
Agreement: The contract previously effective January 1, 1976 to December 31, 1976 was disallowed by the Anti-Inflation Board.

Provisions in brackets refer to the agreement effective from January 1, 1975 to December 31, 1975.

Wages:	Effective	Jan. 1/76	Apr. 1/76	Apr. 1/77
	Increases	34¢-39¢	19¢-31¢	19¢
	Kitchen, Housekeeping and Laundry Workers	\$4.19-\$4.34 (\$3.85-\$4.00)	\$4.38-\$4.53	\$4.57-\$4.72
	Registered Nursing Ass't.	\$4.74-\$4.99 (\$4.35-\$4.60)	\$5.05-\$5.30	\$5.24-\$5.49
	Maintenance	\$4.79-\$4.99 (\$4.40-\$4.60)	\$5.10-\$5.30	\$5.29-\$5.49
	Graduate Nurse	\$5.34-\$5.59 (\$5.00-\$5.25)	\$5.62-\$5.87	\$5.81-\$6.06

Probationary period is 3 months (previously, 480 hours of work). Maximum rates for Graduate Nurses are reached after 1 year. Maximum rates for all other classifications are reached after 2 years.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Premium Pay: Nursing Assistants, Orderlies and Ward Clerks with a Health Care Aid Certificate receive 8¢ per hour above their regular hourly rate (new).

Shift Premium: Effective April 1, 1977, an RNA, Nursing Assistant or Orderly working the 5:00 a.m. to 1:00 p.m. shift receives time and one-half for the full shift (new).

0-9¢-11¢ (previously, \$1.55 per shift commencing after 12:30 p.m. and before 12:30 a.m.).

Paid Holidays: Heritage Day, if proclaimed, or the third Monday in February is added for a total of 12 (11) days.

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 3 (4) years. 4 weeks after 8 (13) years and 5 weeks (new) after 13 years.

Vacation Pay: Part-time employees receive 6% vacation pay (new) after 6,240 hours of service.

Bereavement Leave: 2 (1) days' paid leave for death of mother-in-law or father-in-law.

Health and Welfare: Dental Plan (new) - Employer pays 50% of cost of premiums for plan with no deductibles.

Benefits Allowance (new): Part-time employees receive 2% of wages in lieu of benefits.

November 1977 Settlements

FOOD AND BEVERAGE

F.W. Fearman Company Limited at Burlington - Local 1227, Foodworkers (AFL-CIO/CLC):

A 12-month renewal agreement effective from November 15, 1977 to November 14, 1978, covering 351 employees, settled at the bargaining stage and ratified in November, 1977. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 15/77</u>
	General Increase	41¢
	Job Class 1	\$6.005 (\$5.595)
	Job Class 40	\$8.15 (\$7.74)

Bereavement Leave: Grandparents and grandparents-in-law are included in up to 3 days' paid leave to attend funeral (new).

Health and Welfare: Weekly Indemnity Plan - Benefits are 66-2/3% of average weekly earnings, up to a maximum of \$147 (\$133) per week. Payable from the 1st day of accident and 4th (8th) day of sickness, for 16 to 26 weeks depending on length of service.

Dental Plan - Employer pays 100% of cost of new dental plan, Blue Cross #7 with Riders 1 and 2.

Clothing Allowance: Employer pays \$12 every 3 years (new) towards the cost of vests.

Safety Shoe Allowance: Employer pays \$12 per year towards the cost of safety shoes (previously, half of cost).

Tool Allowance: Maximum of \$35 (\$26) per year.

TEXTILE

Cambridge Towel Mills Limited at Cambridge - Local 1441, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from November 1, 1977 to October 31, 1978, covering 220 employees, settled at the bargaining stage and ratified in November, 1977. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 1/77</u>
	Increase	15¢ for hourly workers; 12¢ for incentive workers on base rate
	Additional Adjustment	\$.27-\$1.15
	General Help	\$3.30 (\$3.15)
	Electrician (Class 1)	\$6.00 (\$4.70)
Paid Holidays:	One additional day for a total of 10 (9) days.	
Health and Welfare:	<u>Glasses</u> - Employer pays 50% (new) of cost.	

RETAIL TRADE

Steinberg's Limited (Miracle Food Mart Division) at Rexdale - Local 419, Teamsters (Ind.): A 12-month renewal agreement effective from November 8, 1977 to November 5, 1978, covering 296 employees, settled at the bargaining stage and ratified in November, 1977. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 8/77</u>
	General Increase	49¢
	General Warehouseman/ woman	\$7.65-\$8.15 (\$7.16-\$7.66)
	Meat Cutter	\$7.79-\$8.29 (\$7.30-\$7.80)
	Electrician	\$8.29-\$8.79 (\$7.80-\$8.30)

Probationary period is 30 worked days or 240 worked hours. Maximum rates are reached after one 30-working day and one 60-working day increase.

Shift Premium: 0 - 25¢ - 30¢ (0 - 20¢ - 25¢).

Freezer Bonus: 25¢ (20¢) per hour.

Paid Vacation: Effective in the vacation year ending May 31, 1978, 5 weeks after 18 (20) years' service and 6 weeks (new) after 25 years.

Bereavement Leave: Son-in-law and daughter-in-law are included in definition of immediate family (new).

Health and
Welfare:

Weekly Indemnity Plan - In the event of absence due to illness, employees receive a benefit of 66 2/3% of their base pay for the first 3 days of their illness, 100% of their base pay from the 4th to the 13th day inclusive of their illness and 75% of their base pay from the 14th day to the end of the 39th week of their illness.

In the event of absence due to non-occupational accident, employees receive a benefit of 100% of their base pay from the 1st to the 10th day inclusive of their disability and 75% of their base pay thereafter to the end of the 39th week of their disability.

(Previously, employees absent due to illness or non-occupational accident received a benefit of 66 2/3% of their base pay for the first 3 days of their absence and 75% of their base pay thereafter, payable on a 1-4-39 basis. From the 40th week of disability, a benefit of 65% of base pay was paid as long as the employee was totally disabled, but not past age 65.)

Semi-Private Hospitalization Plan - Effective December 1, 1977, daily hospital allowance increases to \$9.00 (\$7.50) per day.

Dental Plan - Payments are based on the 1977 (1974) Ontario Dental Association fee schedule.

Overtime
Meal
Allowance:

\$3.00 (\$2.50) when it is anticipated that the employee will work 2 or more hours of overtime consecutive with his shift.

Tool
Allowance
(new):

\$50 per year for Tradesmen. (Previously, employer replaced broken tools.)

EDUCATION AND RELATED SERVICES

Huron County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF):
A 12-month renewal agreement effective from September 1, 1977 to August 31, 1978, covering 364 employees, settled at the mediation stage and ratified in November, 1977. Duration of negotiations - 10 months.

Wages:

Effective	Sept. 1/77
General Increase	7%
Teacher-Category D 0-6 years	\$9,840-\$13,140 (\$9,145-\$12,419)
Teacher-Category A4 0-10 years	\$14,290-\$25,040 (\$13,486-\$23,973)

Previous rates reflect a roll-back in the 1976-1977 contract wage rates.

HEALTH AND WELFARE SERVICES

Montfort Hospital at Ottawa - Ontario Nurses' Association (Ind.) (full-time and part-time nurses): A 24-month renewal agreement effective from

October 1, 1976 to September 30, 1978, covering 226 employees, settled at the conciliation officer stage and ratified in November, 1977. Duration of negotiations - 14 months.

Wages:

Special Hiring Rate (new) - Effective October 1, 1976 for the period ending September 30, 1977, Registered Nurses hired with less than 1 year of clinical experience receive \$1,115 per month. Effective October 1, 1977, special hiring rate increases to \$1,190 per month. Registered Nurses hired at the special hiring rate automatically proceed to the salary grid upon completion of 6 months' service and are treated as having completed 6 months' service at the first step in the grid.

The desirability of maintaining a special hiring rate will be reviewed at the expiry of the agreement.

Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases	\$93 per month*	\$75 per month
Registered Nurse	\$1,208-\$1,408 (\$1,115-\$1,315)	\$1,283-\$1,483
Registered Nurse - Part-time	\$55.75-\$64.98 (\$51.46-\$60.69)	\$59.22-\$68.45

Probationary period is 60 tours of work. Maximum rates are reached after seven annual increases.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: Effective November 2, 1977, 0-\$1.65-\$1.65 (0-\$1.55-\$1.55).

Call-back Pay: Effective November 2, 1977, 4 hours' pay at straight time or time and one-half for hours worked, whichever is greater. (Previously, \$15 per call, plus time and one-half for time spent in excess of 3 hours.)

Standby Pay: Effective November 2, 1977, \$10.00 (\$8.50) per shift.

Paid Vacation: Effective October 1, 1976, 5 weeks (new) after 25 years' service. Effective October 1, 1977, 5 weeks after 22 years.

Bereavement Leave: Grandparents are included in 3 (1) days' paid leave.

Workmen's Compensation Supplement (new): Effective November 2, 1977, $\frac{1}{4}$ day's pay for each day on Workmen's Compensation. To be applied against sick leave credits.

Health and Welfare: Semi-Private Hospitalization Plan (new) - Effective November 2, 1977, employer pays 100% of cost of premiums.

Recognition of Related Experience: Maximum number of increments granted on the basis of related experience is 6 (5).

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct Ltd. in Quebec and Ontario - Canadian Telephone Employees (Ind.) (clerical and associated employees): A 12-month renewal agreement effective from December 1, 1977 to November 30, 1978, covering 750 employees, settled at the bargaining stage in November, 1977. Duration of negotiations - 4 months.

Holdback: A 5.5% increase is being implemented, pending Anti-Inflation Board approval of the total negotiated increase.

AIB Rollback/
Previous Agreement: The wage increases as originally negotiated in the previous agreement were reduced following review by the Anti-Inflation Board. The previous rates shown in brackets below reflect this reduction.

Wages: Effective Dec. 1/77
General Increase 11.2%

Weekly Rates

Zone A (Toronto
and Montreal)

Clerk, Grades 2-5 \$151.75-\$204.50
(\$136.50-\$183.75)

Layout Artist \$172.50-\$252.00
(\$155.00-\$226.50)

Paid Vacation: For employees with less than 8 years' service, provision remains the same.

For employees with 8 or more years' service: 3 weeks after 8 (9) years; 4 weeks after 14 (15) years, or 3 weeks after 14 (15) years if the entire vacation period is taken in the summer; 4 weeks after 19 (20) years and 5 weeks after 24 (25) years.

Anti-Inflation Board Rulings in December 1977

Employer and Union	Reference	Action
Aimco Automotive Industries, Div. of Aimco Industries Ltd., Mississauga and Steelworkers (AFL-CIO/CLC)	July 77, p. 463	Allowed
Canadian National Railways, Hotel Dept., Chateau Laurier Hotel, Ottawa and Railway, Transport and General Workers (CLC)	June 77, p. 408	Allowed
Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto and Hotel Employees (AFL-CIO/CLC)	Aug. 76, p. 474	Allowed
Consumers Glass Co. Ltd., Toronto and Glass and Ceramic Workers (AFL-CIO/CLC)	Oct. 77, p. 666	Allowed
Council of Printing Industries of Canada, Toronto and area and Graphic Arts International Union (AFL-CIO/CLC) (bookbinders)	Mar. 76, p. 106	Allowed
Domtar Packaging Ltd., Corrugated Containers Div., Etobicoke and Cdn. Paperworkers (CLC)	Aug. 77, p. 519	Allowed
Genstar Chemicals Ltd., Maitland and Cdn. Chemical Workers (Ind.)	Aug. 77, p. 528	Disallowed
Hamilton Hydro-Electric Commission and Electrical Workers (IBEW) (AFL-CIO/CLC)	Mar. 77, p. 144	Disallowed
Houdaille Industries of Canada Ltd., Oshawa and Auto Workers (CLC)	June 77, p. 374	Allowed
Lakehead District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (OTF)	Sept. 77, p. 602	Disallowed
Lincoln County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	Sept. 77, p. 602	Allowed
National Grocers Co. Ltd., Hamilton, Kitchener, London, Orillia, Oshawa and Peterborough, and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	Aug. 77, p. 534	Allowed
Ontario Housing Corp., Toronto and CUPE (CLC) (maintenance empls.)	Sept. 76, p. 531	Disallowed
Ottawa City Hydro-Electric Commission and CUPE (CLC) (works dept. and office empls.)	July 77, p. 469	Allowed
Peel Memorial Hospital, Brampton and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses, full and part-time, and teachers)	Sept. 77, p. 617	Disallowed

Anti-Inflation Board Rulings in December 1977 (Cont'd)

Employer and Union	Reference	Action
St. Lawrence Seaway Authority, Ontario and Quebec, and Railway, Transport and General Workers (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	Apr. 77, p. 216	Allowed
Silverwood Dairies, London Branch, Div. of Silverwood Industries Ltd. and Teamsters (Ind.)	May 77, p. 264	Disallowed
Sunnybrook, Wellesley, Toronto East General & Orthopaedic and Baycrest Hospitals, Toronto and Service Employees (AFL-CIO/CLC) (office and clerical empls.)	Nov. 77, p. 733	Allowed
G. Tamblyn, Ltd., various centres and Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	May 77, p. 319	Disallowed

Negotiations in Progress during December 1977 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage
Amoco Canada Petroleum Co. Ltd. (Patchogue Plymouth Div.), Hawkesbury	Woodworkers (AFL-CIO/CLC)	400	B
Artex Woollens Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	240	B
Atomic Energy of Canada Ltd. (Power Projects), Mississauga**	Society of Professional Engineers (Ind.)	410	B
Beach Appliances International Ltd., Ottawa	Auto Workers (CLC)	400	CO
Brewers' Warehousing Co. Ltd., province-wide	Cdn. Brewery Workers (CLC)	1,400	B
Canada Packers Ltd. (Beardmore Div.), Acton	Foodworkers (AFL-CIO/CLC)	325	B
Canada Packers Ltd., York Farms Div., Brantford	Foodworkers (AFL-CIO/CLC)	210	B
Canadian Admiral Corp. Ltd., Port Credit	Electrical Workers (IUE) (AFL-CIO/CLC)	690	B
Canadian Assn. of Storefitting Manufacturers, Toronto and area	Carpenters (AFL-CIO/CLC)	300	B
Canadian Fabricated Products Ltd., Stratford	Auto Workers (CLC)	600	PCB
Canadian General Electric Co. Ltd., Barrie, Burlington, Caledonia, Guelph, Peter- borough, Toronto and Trenton	Electrical Workers (UE) (CLC) (plant empls.)	5,500	CO
Canadian General Electric Co. Ltd., Guelph, Peterborough, Scarborough and Toronto	Technical Engineers (AFL-CIO/CLC) (draftsmen)	248	B
Canadian Industries Ltd. (Industrial Chemicals Div.), Cornwall	Steelworkers (AFL-CIO/CLC)	225	CO
Canadian Industries Ltd. (Paint and Varnish Plants and Paint Research Laboratory) (York Works), Toronto	Steelworkers (AFL-CIO/CLC)	250	MED
Canadian Ohio Brass Co. Ltd., Niagara Falls	Intl. Chemical Workers (AFL-CIO)	250	B
Canadian Pittsburgh Industries Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/CLC)	400	PCB
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	229	B

*See page 815 for definition of codes.

**Federal jurisdiction

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
anteen of Canada Ltd. (Vending and Food Service), Brantford, Hamilton, London, Oakville, St. Catharines and Toronto	Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	387	MED
ara Operations Ltd. (Airline Service Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	340	B
arling O'Keefe Ltd. and Carling O'Keefe Transport, Etobicoke, Toronto and Waterloo	Cdn. Brewery Workers (CLC)	615	B
hromasco Ltd., Haley	Steelworkers (AFL-CIO/CLC)	380	CO
ity Parking Canada Ltd., Toronto	Service Employees (AFL-CIO/CLC)	203	MED
olumbus McKinnon Ltd., St. Catharines	Auto Workers (CLC)	200	MED/WS
onsolidated-Bathurst Packaging Ltd., Hamilton	Woodworkers (AFL-CIO/CLC)	205	CO
onsumers' Gas Co., Toronto and other centres	Intl. Chemical Workers (AFL-CIO)	550	B
ouncil of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (bookbinders)	700	B
rane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC) (production, office, clerical and technical empls.)	200	B
aal Specialties (Canada) Ltd., Collingwood	Auto Workers (CLC)	815	B
ashwood Industries Ltd., Centralia and Mount Brydges	Carpenters (AFL-CIO/CLC)	255	B
empster's Bread, Div. of Corporate Foods Ltd., Toronto	Teamsters (Ind.) (production and maintenance empls.)	375	B
omglas Ltd., Bramalea	Glass and Ceramic Workers (AFL-CIO/CLC)	525	MED
ominion Dairies Ltd., Toronto	Teamsters (Ind.)	299	B
ominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	345	B
ouglass Aircraft Co. of Canada Ltd., Mississauga	Auto Workers (CLC)	1,450	PCB
ow Chemical of Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	800	B
u Pont of Canada Ltd., Kingston	Kingston Independent Nylon Workers Union (Ind.) (hourly-rated empls.)	1,450	B
urham Regional Municipality (Homes for the Aged), Beaverton and Oshawa	Cdn. Union of Public Employees (CUPE) (CLC)	450	B

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	230	B
Eddy Forest Products Ltd. (Wood Products Div.), Nairn Twp.	Carpenters (AFL-CIO/CLC)	240	CO
Emco Ltd., London	Steelworkers (AFL-CIO/CLC)	300	CO
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	530	PMB
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	465	WS
Etobicoke Borough	CUPE (CLC) (outside empls.)	640	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	515	B
Extendicare Ltd. and other Nursing Homes, London, Mississauga, North York, Oakville, Ottawa, Peterborough, St. Catharines, Scarborough and Sudbury	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,495	B
Fiberglas Canada Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	550	B
Firestone Textiles Co., Div. of Firestone Canada Ltd., Woodstock	United Textile Workers (AFL-CIO/CLC)	254	B
Foxhead Inn Ltd., Sheraton Brock Hotel, Sheraton Foxhead Inn and Sheraton Motor Inn, Niagara Falls	Hotel Employees (AFL-CIO/CLC)	400	B
Frontenac County Board of Education	CUPE (CLC) (maintenance services and plant operations)	240	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	212	ARB
Gabriel of Canada Ltd., Long Branch	Machinists (AFL-CIO/CLC)	570	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	ARB
Greb Industries Ltd. (Service and Cema Plants), Kitchener	United Shoe Workers (AFL-CIO/CLC)	250	B
Halton Regional Police	Police Assn. (Ind.)	260	B
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	360	PFB

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	410	ARB
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	735	CO
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	690	B
Honeywell Ltd., Scarborough	Auto Workers (CLC)	625	B
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	250	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	263	PFB
I.T.E. Industries Ltd. (Power Equipment Group), Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	250	B
International Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	225	B
Jayser-Roth Canada Ltd., London	Clothing and Textile Workers (AFL-CIO/CLC)	260	B
Kelsey-Hayes Canada Ltd. (Eureka Foundry), Woodstock	Auto Workers (CLC)	237	B
Kodak Canada Ltd., Mount Dennis and Brampton	Steelworkers (AFL-CIO/CLC)	1,200	MED
Labour Bureau of the Ontario Roadbuilders' Assn. and the Ontario Sewer and Watermain Contractors' Assn., province-wide	Intl. Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	1,800	B
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	247	B
Leamington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	MED
Leamington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	MED
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	267	B
Laurentian Hospital, Sudbury	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	219	PCB
Leeds and Grenville County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	545	MED
Liberty Furniture Ltd., Toronto and Vaughan Twp.	Steelworkers (AFL-CIO/CLC)	220	B
Lincoln County Board of Education	CUPE (CLC) (maintenance and care-taking empls.)	208	B

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	220	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	450	MED
London Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,090	B
London City Corp.	CUPE (CLC) (office, clerical and technical empls.)	350	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	294	B
London City Corp. (Dr. John Dearnness Home for Elder Citizens)	Service Employees (AFL-CIO/CLC)	200	B
London City Public Utilities Commission	CUPE (CLC)	360	B
Maritime Employers' Assn., Toronto**	ILA (AFL-CIO/CLC) (stevedores, etc.)	500	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (office, garage, parking control officers, etc.)	1,300	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (policemen)	5,300	B
Metropolitan Toronto House Wreckers' Assn.	Labourers (AFL-CIO/CLC)	400	B
National Defence, Communications Security Establishment, Ottawa**	Public Service Alliance (CLC)	300	B
National Research Council of Canada, Ottawa**	Research Council Employees' Assn. (operational category, supervisory and non-supervisory)	289	B
National Steel Car Corp. Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	700	MED
National Steel Corp. of Canada, Capreol and Parry Sound	Steelworkers (AFL-CIO/CLC)	200	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	580	B
Niagara South Board of Education	CUPE (CLC)	450	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	MED
North York Borough	CUPE (CLC) (inside empls.)	520	B
North York Borough	CUPE (CLC) (outside empls.)	720	B
North York Borough	Fire Fighters (AFL-CIO/CLC)	555	B

**Federal jurisdiction

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
North York Borough Board of Education	CUPE (CLC) (caretakers and matrons)	830	B
North York Borough Board of Education	CUPE (CLC) (office, clerical and technical empls.)	800	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	515	CO
Northern Telephone Ltd., province-wide**	Communications Workers of Canada (CLC)	225	B
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	CO
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees' Union (OPSEU) (Ind.) (academic staff, librarians and counsellors)	6,155	MED
Ontario Government	OPSEU (Ind.) (clerical services category)	9,740	B
Ontario Government	OPSEU (Ind.) (general operational services category)	5,330	B
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	9,355	MED
Ontario Government	OPSEU (Ind.) (maintenance services category)	6,140	B
Ontario Government	OPSEU (Ind.) (office services category)	7,455	B
Ontario Government (Employee Benefits)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Government (Working Conditions)	OPSEU (Ind.) (classified public servants)	52,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	765	B
Ontario Hydro, province-wide	CUPE (CLC)	13,500	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO
Ottawa Board of Education	CUPE (CLC) (office empls.)	600	B
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	900	B
Ottawa-Carleton Regional Transit Commission**	Transit Union (AFL-CIO/CLC)	1,320	B
Ottawa City	Fire Fighters (AFL-CIO/CLC)	525	B
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	ARB

**Federal jurisdiction

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	ARB
Oxford Pendaflex Canada Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	250	CO
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,400	B
Peel Regional Board of Commissioners of Police	Police Assn. (Ind.)	570	B
Perth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	370	MED
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	300	MED
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	342	PCB
Polysar Ltd., Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	1,550	B
Queen's University, Kingston	CLC-Directly Chartered	350	B
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	396	MED
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	435	MED
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	300	B
Rheem Canada Ltd., Hamilton and Oakville	Steelworkers (AFL-CIO/CLC)	227	B
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	280	CO
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	755	B
SKD Manufacturing Co. Ltd., Amherstburg	Auto Workers (CLC)	450	B
St. Catharines City (Arena, City Hall, Parks and Recreation and Works Dept.)	CUPE (CLC)	204	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	PCB
St. Joseph Religious Hospi- tallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	312	ARB
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.) (full-time nurses)	685	PCB

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
St. Joseph's and other hospitals, Hamilton and other centres	Ont. Public Service Employees' Union (OPSEU) (Ind.) (para-medical empls.)	2,000	B
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	375	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	ARB
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	610	PCB
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC)	400	B
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	225	ARB
Scarborough Borough	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough	Fire Fighters (AFL-CIO/CLC)	370	ARB
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	705	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	ARB
Sherraton Centre and five other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,700	B
Shopsy's Foods Ltd. (Huxley Rd. Plant), Toronto	Foodworkers (AFL-CIO/CLC)	300	B
Silknet Ltd. and Silknet Ltd. (Dominion Woollens & Worsteds Div.), Cambridge	United Textile Workers (AFL-CIO/CLC)	282	B
Sklar Furniture Ltd. (Peppler Div.), Hanover	Woodworkers (AFL-CIO/CLC)	300	CO
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	600	B
Sudbury Electrical Contractors Assn.	Electrical Workers (IBEW) (AFL-CIO/CLC)	450	B
Sudbury General Hospital of the Immaculate Heart of Mary	Ont. Nurses' Assn. (Ind.)	310	PCB
Sunnybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	8,000	B
Toronto City	Fire Fighters (AFL-CIO/CLC)	1,290	B
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	700	B
Toronto City Board of Education	CUPE (CLC) (chief caretakers and stationary engineers)	260	B
Toronto City Board of Education	CUPE (CLC) (non-teaching empls.)	400	B
Toronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	300	CO

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stage
Toronto East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	550	ARB
Toronto General Hospital	Ont. Nurses' Assn. (Ind.) (full-time nurses)	840	PCB
Toronto Hydro-Electric System	CUPE (CLC) (hourly-rated, clerical and technical empls.)	830	B
Toronto Metropolitan and Toronto City	CUPE (CLC) (inside and outside empls.)	9,905	B
Toronto Star Newspapers Ltd.	Newspaper Guild (AFL-CIO/CLC)	1,400	B
Toronto Western Hospital and 28 other Ontario hospitals	Cdn. Operating Engineers (CCU)	250	CO
Union Gas Ltd., southwestern Ontario	Cdn. Chemical Workers (Ind.) and Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (hourly-rated, maintenance and office empls.)	1,110	B
University of Toronto Governing Council	Graduate Assistants Assn. (Ind.)	2,000	B
University of Windsor (Maintenance Dept.)	CUPE (CLC)	225	CO
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	350	CO
Victoria Hospital Corp., London	Ont. Nurses' Assn. (Ind.) (full-time nurses)	600	PCB
Victoria and other area hospitals, London and other centres	Service Employees (AFL-CIO/CLC) (non-medical empls.)	2,800	B
Hiram Walker & Sons Ltd., Walkerville	Cdn. Union of Distillery Workers (Ind.)	750	PCB
Wentworth County Board of Education	CUPE (CLC)	200	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	560	MED
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	312	CO
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	CO
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	MED
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	MED
Windsor City Corp.	CUPE (CLC) (inside empls.)	530	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	B

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Indors Raceway Holdings Ltd.	Service Employees (AFL-CIO/CLC)	230	CO
Indors Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	760	MED
omen's College Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	220	CO
orkmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	MED
ork Borough Board of Education	CUPE (CLC)	230	B
ork County Board of Education	CUPE (CLC) (service and maintenance empls.)	323	B
ork County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,200	MED
ork University, Toronto	Graduate Assistants Assn. (Ind.)	1,000	MED
<u>More Than One Province</u>			
ir Canada, system-wide**	Air Line Flight Attendants (CLC)	2,700	CB
ir Canada, system-wide**	Air Line Pilots (Ind.)	1,515	B
merican Can of Canada Ltd., Hamilton and Simcoe, Ont. and Montreal, Que.	CLC-Chartered Locals	1,500	B
ell Canada, Nfld., Que., Ont. and N.W.T.**	Communications Workers of Canada (CLC) (craft and service empl.)	13,000	B(R)
ell Canada, Que. and Ont.**	Communications Union Canada (Ind.) (traffic operators and dining service empl.)	8,000	B(R)
P Air, system-wide**	Air Line Flight Attendants (CLC)	900	CO
P Air, system-wide**	Air Line Pilots (Ind.)	600	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (AFL-CIO/CLC)	2,645	CB
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls.)	2,530	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,200	CO
Canadian Broadcasting Corp., Canada-wide**	Syn. des Employes de Production du Que. (Ind.) (stagehands, etc.)	850	B

*Federal jurisdiction

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Canadian General Electric Co. Ltd. and Montreal Armature Co. Ltd., Montreal and St. Andre, Que. and Cobourg, Oakville, Peterborough and Toronto, Ont.	Electrical Workers (IUE) (AFL-CIO/ CLC) (hourly-rated and salaried empls.)	2,500	B
Canadian Pacific Transport Co., CP Transport (Western Div.) and Canadian Pacific Express Co., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC) (ware- housemen, drivers, mechanics, clerks, etc.)	4,100	B
Council of Printing Industries of Canada, Toronto, Ottawa, London and Hamilton, Ont. and Montreal, Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photoengravers)	2,160	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,240	B
Government of Canada (Treasury Board)**	Postal Workers (CLC) (postal operations group, non-supervisory)	19,280	B
Government of Canada (Treasury Board)**	Postmasters (Ind.) (revenue postal operations group)	8,210	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (engineering and land survey group)	2,205	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	2,110	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,740	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,575	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,780	B
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	855	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	3,605	B

**Federal jurisdiction

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,285	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,060	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,585	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,950	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,935	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,550	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, social science support and technical inspection groups)	4,535	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	4,155	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,655	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,510	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,315	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,080	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,320	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,970	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,560	B

**Federal jurisdiction

Negotiations in Progress during December 1977 covering 200 or more Employees (Cont'd.)

Employer and Location	Union	No. of Empls	Neg' Stage
Gulf Oil Canada Ltd., Ont., Sask. and B.C.	Oil, Chemical and Atomic Workers (AFL-CIO/CLC) (refining and marketing empls.)	685	B
National Research Council, Canada-wide**	Employees' Assn. (technical empls.)	1,050	MED
Railway Assn. of Canada (CN, CP Rail, CN and CP jointly- owned companies and other companies), system-wide**	Associated Railway Unions (CLC), (AFL-CIO/CLC) and (Ind.)	87,545	B
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CBRT) (CLC) (Operational and Maintenance Agreement and Headquarters Agreement)	1,170	B
Saskatchewan Wheat Pool, Thunder Bay, Ont., Winnipeg, Man., Regina, Sask. and Vancouver, B.C.**	Grain Services Union (CLC) (office empls., extension div. and farm service centres)	1,100	B

Definitions of Codes for Negotiation Stages

B	- Direct Bargaining
DMO	- Direct Mediation Officer
CO	- Conciliation
CB	- Conciliation Board
MED	- Mediation
PCB	- Post Conciliation Bargaining
ARB	- Arbitration
WS	- Work Stoppage
B/WS	- Bargaining After a Work Stoppage
MED/WS	- Mediation During a Work Stoppage
F	- Fact Finder
PMB	- Post Mediation Bargaining
PFB	- Post Fact Finder Bargaining
(R)	- (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in January 1978

Employer and Location	Union	No. of Empls.
Air Canada, Province-wide	Air Line Pilots (Ind.)	665
Canada Packers (Beardmore Div.), Acton	Foodworkers (AFL-CIO/CLC)	325
Canadian Ohio Brass Co., Niagara Falls	Intl. Chemical Workers (AFL-CIO/CLC)	250
Consumers Gas Co., Intercity	Intl. Chemical Workers (AFL-CIO/CLC)	550
N.B. Cook Corp. (Nursing Homes), Intercity	Service Employees (AFL- CIO/CLC)	368
Daal Specialties Canada, Collingwood	Auto Workers (CLC)	815
Du Pont of Canada, Kingston	Independent Nylon Workers	1,450
Extendicare Ltd., Province-wide	Service Employees (AFL- CIO/CLC)	496
Fiberglas Canada, Sarnia	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	550
Gulf Oil Canada (Clarkson Refinery), Mississauga	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	420
Hamilton City Corp.	CUPE (CLC) (inside empls.)	447
Hamilton City Corp.	CUPE (CLC) (outside empls.)	568
Hamilton-Wentworth Regional Municipality,	CUPE (CLC) (office, clerical and technical empls.)	276
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	232
Howden Parsons, Toronto	Boilermakers (AFL-CIO/CLC)	250
Imperial Oil Enterprises Ltd., (Refinery, Petrol Products), Sarnia	Hourly Wage Earner Employees (Ind.)	717
International Harvester Co. of Canada, Chatham	Auto Workers (CLC)	225
Kelsey-Hayes Canada (Eureka Foundry), Woodstock	Auto Workers (CLC)	237
Lakehead Terminals, Thunder Bay	Railway Clerks (AFL-CIO/CLC)	1,700
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	267
London Board of Education	CUPE (CLC) (full-time office empls.)	205
London City Corp.	Fire Fighters (AFL-CIO/CLC)	294
Newman Structural Steel, Welland	Structural Iron Workers (AFL-CIO/CLC)	200
Northern Telephone, Province-wide	Communications Workers of Canada (CLC)	225

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in January 1978 (Cont'd)

Employer and Location	Union	No. of Empls.
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	900
Philips Electronics (Strathroy Furniture)	Christian Labour Assn. of Canada (Ind.)	200
Shell Canada (Sarnia Refinery), Corunna	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	204
Shopsy's Foods, Toronto	Foodworkers (AFL-CIO/CLC)	300
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	600
Texaco Canada (Refining Dept.), Port Credit	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	202
Toronto Electric Commissioners	CUPE (CLC)	450
Toronto Hydro-Electric System	CUPE (CLC)	830
Treasury Board of Canada, Province-wide	Public Service Alliance of Canada (PSAC) (CLC) (data processing group)	2,000
Treasury Board of Canada, Province-wide	PSAC (CLC) (secretarial, stenographic and typing group)	9,640

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Labour
Canada

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Canada



Ontario

LABOUR CANADA
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ONTARIO / MINISTRY OF LABOUR
TORONTO

ALPHABETICAL
CUMULATIVE INDEX

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JANUARY TO DECEMBER 1977

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour



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Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Cdn. Labour Congress (CLC)	Sept.	621
Atomic Energy of Canada Ltd., Chalk River Nuclear Laboratories, Chalk River and Deep River and Office Employees (AFL-CIO/CLC) (administrative, clerical and medical classifications and Laboratory Attendants)	Aug.	538
Atomic Energy of Canada Ltd., Commercial Products Div., Ottawa and Ottawa Atomic Workers Union (CLC)	Dec.	775
Atomic Energy of Canada Ltd., Mississauga and Public Service Alliance of Canada (PSAC) (CLC)	Nov.	731
Atomic Energy of Canada Ltd., Power Projects, Mississauga and Society of Professional Engineers and Associates (Ind.)	July	483

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Bell Canada, Newfoundland, Quebec, Ontario and the Northwest Territories and Communications Workers of Canada (CLC) (craft and service empls.)	Feb.	70
Belleville General Hospital and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	Oct.	681
Bendix Automotive of Canada Ltd., Windsor and Auto Workers (CLC) (hourly-rated empls.)	Sept.	589
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Canada Machinery Corp. Ltd., Cambridge and Kitchener and Steelworkers (AFL-CIO/CLC)	Feb.	56
Canada Packers Ltd., Charlottetown, P.E.I., Hull and Montreal, Que., Bramalea and Toronto, Ont., Winnipeg, Man., Moose Jaw, Sask., Calgary, Edmonton, Red Deer and Lethbridge, Alta., and Vancouver, B.C. and Foodworkers (AFL-CIO/CLC)	June	351

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Millhaven Fibres Ltd., Millhaven Works, Ernestown and Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	May	270
Milrod Metal Products, Mississauga and Auto Workers (CLC)	Oct.	680
Mississauga City Corp., Transit Dept. and Transit Union (AFL-CIO/CLC) (line bus drivers, garage maintenance and service personnel)	Sept.	595
Modern Building Cleaning (a div. of Dustbane Enterprises Ltd.), Toronto and Service Employees (AFL-CIO/CLC)	Mar.	151
Molson's Brewery (Ontario) Ltd. and W. J. Hyatt Transport Ltd., Toronto and Cdn. Brewery Workers (CLC)	July	459
Monarch Fine Foods Ltd., Toronto and Teamsters (Ind.)	July	459
Montfort Hospital, Ottawa and Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	Dec.	798
Motor Transport Industrial Relations Bureau of Ontario (Inc.), system-wide and Teamsters (Ind.) (maintenance empls. and mechanics and drivers, dockmen and checkers)	Sept.	594

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Muskoka Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	Sept.	60
National Auto Radiator Manufacturing Co. Ltd., Windsor and Auto Workers (CLC)	Oct.	66
National Defence, Communications Security Establishment and PSAC (CLC) (communications officers group and administrative services and com- puter systems administration groups of the Administrative and Foreign Service Category)	Feb.	8
National Grocers Co. Ltd., Hamilton, Kitchener, London, Orillia, Oshawa and Peterborough and Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (Branch warehouse operations)	Aug.	53
National Grocers Co. Ltd., various locations and Teamsters (Ind.) (Warehouse, Transport Div., Ontario Food Terminal and Cash and Carry Operations)	Aug.	53
National Hardware Specialties Ltd., Dresden and Wallaceburg and Auto Workers (CLC)	Apr.	20
National Research Council of Canada and Employees' Assn. (Ind.) (clerical and regulatory group)	Aug.	54
National Research Council of Canada and PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	Aug.	54
William Neilson Co. Ltd., Georgetown and Toronto and Foodworkers (AFL-CIO/CLC) (production empls.)	Jan.	
William Neilson Co. Ltd., Georgetown and Toronto and Foodworkers (AFL-CIO/CLC) (production empls.)	Dec.	76
Nestle (Canada) Ltd., Chesterville and Retail, Wholesale and Depart- ment Store Union (AFL-CIO/CLC)	Apr.	19
Newman Steel Warehouse Ltd., Hamilton, Oakville, St. Catharines and the Township of Saltfleet and Steelworkers (AFL-CIO/CLC)	Jan.	2
Niagara Construction Assn. and General Contractors' Assn. of Niagara and Carpenters (AFL-CIO/CLC)	May	30
Niagara Falls City Corp. and CUPE (CLC) (inside and outside empls.)	June	41
Niagara Falls City Corp. and CUPE (CLC) (inside and outside empls.)	Dec.	79
Niagara Mechanical Contractors Assn. and Plumbers (AFL-CIO/CLC)	Apr.	23
Niagara Peninsula Electrical Contractors Assn. and Electrical Workers (IBEW) (AFL-CIO/CLC)	May	30
Niagara Region Mechanical Contractors Assns., Hamilton, Niagara and Brantford Areas and Sheet Metal Workers (AFL-CIO/CLC)	July	48
Niagara Regional Board of Commissioners of Police and Police Assn. (Ind.)	May	30
Niagara Regional Municipality and CUPE (CLC) (Public Works Dept. and office and clerical empls.)	June	41
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland and CUPE (CLC)	Mar.	15
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland and CUPE (CLC)	June	40
Niagara South Board of Education and CUPE (CLC) (maintenance, services and plant operations empls.)	May	32
Niagara South Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	June	39
Nipissing Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	Sept.	60

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Non-Destructive Testing Companies, province-wide and Boilermakers (AFL-CIO/CLC) and Plumbers (AFL-CIO/CLC)	Mar.	162
Noranda Mines Ltd. (Geco Div.), Manitouwadge and Cdn. Union of Base Metal Workers (CNTU)	Sept.	592
Noranda Mines Ltd. (Langmuir Property) and Pamour Porcupine Mines Ltd. (Aunor, Hallnor, Pamour, Schumacher and Ross Divs.), Pamour, Schumacher and other centres and Steelworkers (AFL-CIO/CLC) (production empls.)	Dec.	777
Norfolk Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	July	474
Norfolk Board of Education and Ont. Secondary School Teachers' Fed. (OTF)	May	288
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North American Plastics Co., Ltd., Wallaceburg and Auto Workers (CLC)	Aug.	525
North Bay City Corp. and CUPE (CLC)	July	479
North York Borough Corp. and CUPE (CLC) (inside empls.)	June	415
North York Borough Corp. and CUPE (CLC) (outside empls.)	May	302
North York Borough Corp. and Fire Fighters (AFL-CIO/CLC)	May	302
North York Borough Hydro Electric Commission and CUPE (CLC) (outside and inside empls.)	June	382
North York Public Library Board and CUPE (CLC)	July	475
Northern Telephone Ltd., province-wide and Communications Workers of Canada (CLC)	Jan.	15
Northern Wood Preservers, Ltd., Thunder Bay and Carpenters (AFL-CIO/CLC)	Apr.	200
Northumberland and Newcastle Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	Jan.	18
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Norton Co., Electric Furnace Plant, Chippawa and Intl. Chemical Workers (AFL-CIO/CLC) (hourly-rated and piecework empls.)	Aug.	526
Ontario Acoustical Assn. and Painters (AFL-CIO/CLC)	June	420
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Ontario Assn. of Painting and Decorating Contractors (Residential Sector), Toronto and Painters (AFL-CIO/CLC)	Sept.	628
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide and Ont. Public Service Employees Union (OPSEU) (Ind.) (academic staff, librarians and counsellors)	Jan.	19
Ontario Council of Regents for Colleges of Applied Arts and Technology on behalf of 22 Community Colleges, province-wide and OPSEU (Ind.) (support staff empls.)	Dec.	786
Ontario Educational Communications Authority, Toronto and Natl. Assn. of Broadcast Employees and Technicians (AFL-CIO/CLC)	Dec.	779
Ontario Erectors Assn. and Structural Iron Workers (AFL-CIO/CLC)	May	309

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Ontario Government (Working Conditions) and OPSEU (Ind.)	July	48
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Ontario Housing Corp. and all Housing Authorities, province-wide (except for Metro Toronto) and CUPE (CLC) (office and maintenance empls.)	Dec.	78
Ontario Hydro, province-wide and CUPE (CLC)	May	28
Ontario Hydro (Richard L. Hearn G.S. Unit, Toronto and J. Clark Keith G.S. Unit, Windsor) and Cdn. Operating Engineers (CCU)	Aug.	53
Ontario Jockey Club (Mutuel Dept., Standardbred Race Operations), province-wide and Service Employees (AFL-CIO/CLC)	Oct.	67
Ontario Jockey Club (Mutuel Dept., Thoroughbred Race Operations), province-wide and Service Employees (AFL-CIO/CLC)	Oct.	67
Ontario Painting Contractors Assn. and Painters (AFL-CIO/CLC) (commercial and industrial construction)	Aug.	54
Ontario Precast Concrete Manufacturers Assn. (Erection Div.) and Labourers (AFL-CIO/CLC)	Nov.	74
Ontario Terrazzo, Tile and Marble Guild, Inc., province-wide and Bricklayers (AFL-CIO/CLC) (marble, tile, terrazzo and cement masons and resilient floor layers and their helpers)	Apr.	23
Oshawa City Corp. (Public Works Maintenance Div., Parks and Property Depts. and Civic Auditorium Complex and Arenas) and CUPE (CLC)	May	30
Oshawa and District Commercial Construction Exchange and Labourers (AFL-CIO/CLC)	May	42
Oshawa and District Commercial Construction Exchange, General Contractors' Section, General Contractors of Peterborough and Quinte Construction Assn. and Carpenters (AFL-CIO/CLC)	May	31
Oshawa-Port Hope Mechanical Contractors Assn. and Plumbers (AFL-CIO/CLC)	Apr.	23
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Ottawa Board of Education and Ottawa Board of Education Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	Feb.	7
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Ottawa City Corp. and Fire Fighters (AFL-CIO/CLC)	June	41
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Ottawa City Hydro-Electric Commission and CUPE (CLC) (works dept. and office empls.)	July	46
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Patons & Baldwins (Canada) Ltd., Toronto and Clothing and Textile Workers (AFL-CIO/CLC)	June	359
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Peel Board of Education and Employees' Assn. (Ind.) (custodial, maintenance and printing staff, storekeepers, cafeteria help and school bus drivers)	Sept.	611
Peel Board of Education and Ont. Secondary School Teachers' Fed. (OTF)	June	396
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Peter Regional Board of Commissioners of Police and Police Assn. (Ind.) (uniformed officers and cadets)	Feb.	84
Perth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	June	397
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Pilkington Brothers (Canada) Ltd., Scarborough and Glass and Ceramic Workers (AFL-CIO/CLC)	June	378
Pipe Line Contractors Assn. of Canada and Intl. Operating Engineers (AFL-CIO/CLC)	June	427
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Pirelli Cables Ltd., Guelph and Steelworkers (AFL-CIO/CLC)	July	465
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Provincial Schools Authority, province-wide and Fed. of Provincial Schools Authority Teachers (Ind.)	Mar.	14
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Quaker Oats Co. of Canada Ltd., Peterborough and Foodworkers (AFL-CIO/CLC)	Dec.	76
Queen's University, Kingston and Kingston Heating and Maintenance Workers' Union (CLC)	Apr.	22
Quinte-St. Lawrence Electrical Contractors Assn. and Electrical Workers (IBEW) (AFL-CIO/CLC)	May	31
RCA Ltd., Midland and Electrical Workers (IUE) (AFL-CIO/CLC)	June	37
Reed Decorative Products Ltd., Toronto and Cdn. Paperworkers (CLC)	Sept.	58
Reed Ltd., Forestry and Wood Products Group, Dryden Div. and Carpenters (AFL-CIO/CLC) (woods operations)	May	28
The Reinforcing Steel Institute of Ontario and The Labour Relations Bureau of the Ontario General Contractors Assn. and Structural Iron Workers (AFL-CIO/CLC) (rodmen)	May	31
Renfrew County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	Nov.	72
Rheem Canada Ltd., Hamilton and Steelworkers (AFL-CIO/CLC)	Jan.	
Riverside Hospital, Ottawa and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	Oct.	67
Robertshaw Controls (Canada) Ltd., Toronto and Electrical Workers (UE) (CLC)	Feb.	6
Robson-Lang Leathers Ltd., Barrie, Cobourg and Kitchener and Foodworkers (AFL-CIO/CLC)	May	26
Rockwell International of Canada Ltd., Chatham and Milton and Auto Workers (CLC) (hourly-rated empls.)	Mar.	13
Rockwell International of Canada Ltd., Guelph and Molders (AFL-CIO/CLC)	Sept.	58
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Rowntree Mackintosh Canada Ltd., Toronto and Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	June	35
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man. and PSAC (CLC) (production and office empls.)	May	27
Royal Victoria Hospital of Barrie, Inc. and Ont. Nurses' Assn. (Ind.) (registered and graduate nurses)	Sept.	61
SKF Canada Ltd., Scarborough and Machinists (AFL-CIO/CLC)	Feb.	5
St. Catharines City Corp. and CUPE (CLC)	May	30
St. Joseph's Hospital, Hamilton and 35 other hospitals in Ontario and OPSEU (Ind.) (paramedical empls.)	Mar.	14
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St. Mary's of the Lake Hospital, Kingston and Employees' Assn. (Ind.)	May	29
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Simmons Ltd., Bramalea and Electrical Workers (UE) (CLC)	Aug.	519
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Somerville Belkin Industries Ltd., London and Cdn. Chemical Workers (Ind.)	Dec.	770
Square D Co. Canada Ltd., Toronto and Electrical Workers (UE) (CLC)	July	464
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Supreme Aluminum Industries Ltd., Scarborough and Pickering and Employee Council Representatives of Supreme Aluminum Industries Ltd. (Ind.)	Mar.	12
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CUMULATIVE INDEX

21 COLLECTIVE BARGAINING SETTLEMENTS
(AND NEGOTIATIONS) IN ONTARIO
JANUARY TO DECEMBER 1977

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour



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